



**Together,  
Success!**

Alabama Department of  
REHABILITATION SERVICES  
2002 Annual Report

# BLUEPRINT FOR THE 21ST CENTURY

## **MISSION: TO ENABLE ALABAMA'S CHILDREN AND ADULTS WITH DISABILITIES TO ACHIEVE THEIR MAXIMUM POTENTIAL**

### **We VALUE the worth, dignity and rights of people with disabilities and we will:**

provide an easily accessible, integrated continuum of services;  
ensure quality services that are family-centered, culturally sensitive and community-based;  
promote and respect consumer choice regarding provision of services;  
advocate for the rights of persons with disabilities and promote self-advocacy;  
include people with disabilities, their families and advocates in agency planning and policy development.

### **We VALUE independence and meaningful work for people with disabilities and we will:**

educate families, children, employers, schools and the public that people with disabilities can and do work;  
advocate for quality health services and community supports that enable people with disabilities to work and /or function independently;  
develop, maintain and expand working relationships with employers;  
identify and create job opportunities that are compatible with consumer abilities;  
foster cross-divisional collaboration to achieve successful work outcomes.

### **We VALUE all staff and their contributions in achieving our mission and we will:**

communicate openly and honestly;  
recruit, develop, retain and promote a diverse, qualified staff;  
involve staff in agency planning, policy development and performance objectives;  
recognize and reward exemplary job performance;  
provide staff opportunities for personal and professional growth.

### **We VALUE leadership at all levels and we will:**

maximize staff participation in all agency initiatives;  
create an environment which encourages and supports creativity and innovation;  
facilitate teamwork among all staff;  
provide support and leadership development opportunities.

### **We VALUE maximum acquisition and efficient and effective management of resources and we will:**

acquire maximum resources;  
increase legislative support;  
develop and use appropriate technological advancements;  
evaluate the effective and efficient use of our resources;  
collaborate with organizations in the public and private sectors.

### **We VALUE public support and we will:**

educate the public about our mission, goals, services and expertise;  
secure support from business and industry, consumers of services, partners and policymakers;  
create partnerships that expand services to enhance opportunities for consumers;  
maximize staff involvement in the development of grassroots support.

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# COMMISSIONER'S MESSAGE

Dear Friends,

It is with great pride that I present *"Together, Success!"*, the Alabama Department of Rehabilitation Services' 2002 annual report. I am proud of the many accomplishments it outlines and grateful to our staff and community partners across this state who, by working together and sharing a common vision, have made success possible for the individuals and families we serve.



**STEVE SHIVERS**  
Commissioner

Two thousand and two was a remarkable year. At a time when resources were stretched, demands for our services were pushed to new levels in every division. In their quest for independence, more than 70,000 Alabamians with disabilities and their families relied on our department for assistance.

This report details those achievements, but it also introduces you to a number of our consumers whose stories of success represent tens of thousands more. Their experiences along the road to independence embody the spirit of this department and its dedicated staff and our community partners.

In Alabama's Early Intervention System, enrollment for infants and toddlers with developmental delays has topped the 4,000 mark for the first time in the division's history. Our Children's Rehabilitation Service family has grown to more than 23,000 children who have special health-care needs. In fiscal 2002, Vocational Rehabilitation Service achieved a new milestone of accomplishment – providing services to nearly 43,500 adolescents and adults.

Yes, we have much to celebrate, but our celebration is tempered by the reality that another year of challenges is already here. I am confident, however, that by working in concert with our community partners and the individuals and families we serve, we will again succeed in our mission: *to enable Alabama's children and adults with disabilities to achieve their maximum potential.*

A handwritten signature in cursive script, reading "Steve Shivers".

# CHAIRWOMAN'S LETTER

My dear Friends,

It has been a blessing and a privilege to have spent the past year as chairwoman of the Alabama Board of Rehabilitation Services. Once again, I was awed by the life-altering impact this department had on the lives of tens of thousands of Alabama's children and adults with disabilities.



PATRICIA  
'CRICKETT' FLOYD  
District 3

As you look through *Together, Success!*, you'll see that 2002 was another year of unprecedented achievement. Virtually every program served more people than in 2001 – in real terms that means more infants and toddlers with developmental delays received services in their homes; more children, teen-agers and young adults with special health-care needs received medical care and were assisted in their classrooms; and more adult Alabamians with disabilities became employed. In the pages of this report, you will meet the people behind the numbers – the individuals and families whose lives are changed because of the work of this department.

I would like to offer my thanks to the ADRS staff, which labors tirelessly to ensure the success of those they serve. As the theme of this annual report emphasizes, though, none of these accomplishments would have been possible without assistance from the agencies, organizations and rehabilitation programs that work with us to assure that those we serve achieve their maximum potential. *Together*, we are able to do more.

*Patricia "Crickett" Floyd*

## ALABAMA BOARD OF REHABILITATION SERVICES



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A decorative vertical bar on the left side of the page, consisting of two parallel lines: a thin dark red line and a thicker maroon line.

*Our Mission:*  
*To enable Alabama's*  
*children and adults*  
*with disabilities to achieve*  
*their maximum potential*

# Alabama Department of Rehabilitation Services

Unique in the nation, the Alabama Department of Rehabilitation Services is comprised of state and federal programs that provide a continuum of services from birth through life for Alabamians with disabilities. Operationally, ADRS programs function within three divisions:

## Alabama's Early Intervention System (AEIS)

- EI coordinates services statewide for infants and toddlers with disabilities and developmental delays from birth to age 3, preparing them and their families for the transition to the State Department of Education's preschool program for 3- to 5-year-olds.

- EI provides financial and technical support to the more than 60 community programs that provide direct early intervention services.

## Children's Rehabilitation Service (CRS)

- CRS provides services to children with special health-care needs from birth to age 21 and their families.
- CRS provides disability services, expertise and adaptive technology to local school systems, assisting teachers and school nurses in the education of children with special health-care needs.
- CRS also administers the statewide *Hemophilia Program*, which serves Alabama's children and adults who have this life-threatening blood disorder.

## Vocational Rehabilitation Service (VRS)

- VRS, the department's largest division, provides rehabilitation, education and employment-related services to more than 43,000 adolescents and adults with disabilities through long-standing partnerships with local school systems, colleges and universities, junior colleges, vocational technical schools and community rehabilitation programs.

- VRS also provides more than 5,100 disability management and employee placement services to Alabama businesses each year.

The *Business Enterprise Program* achieved more than \$17.5 million in gross sales for the program's 136 blind managers in FY 2002.

The *SAIL (State of Alabama Independent Living)/Homebound Service* is housed within the VRS division and provides services to Alabamians who have the severest disabilities resulting from spinal cord or head injuries.





**Success**  
*at* the Start



# Swinney Family

## Mobile County



Alison Swinney knew three weeks into her pregnancy that she was carrying quintuplets. She'd traveled that road before, suffering miscarriages each time – seven in all. At 13 weeks, she was hospitalized and ordered to remain in bed, with trips to the bathroom her only escape. It was a sacrifice she was more than willing to make.

A little more than 25 weeks into the pregnancy – 14 weeks before full term – Alyssa Kate, Ashlyn, Bradley and Weston arrived. The fifth child did not survive.



Like many premature infants, all four of the children had patent ductus arteriosus, an opening in the heart. Oftentimes, the opening will close on its own, as it did in Alyssa Kate, Ashlyn and Weston. Bradley's, however, required surgery, which he survived because of "a lot of prayers," his mother said. Still, complications associated with the procedure caused him to lose his sight. Five months after his birth, the youngster joined his sisters and brother at home.

With all the children out of the hospital, Alabama's Early Intervention System (AEIS) entered the picture. The hospital, aware that the four children would face some difficulties, had referred the family to Child Find, an AEIS program. Child Find then referred the Mobile family to the local office of the Alabama Institute for Deaf and Blind (AIDB), which contacted the family.

AEIS began working with the children immediately, providing necessary therapies and evaluations. The girls did so well that they left the program at 20 months. They are now performing at their "adjusted age."

"That's the beauty of early intervention," said Michelle Jones, who works with the Swinney family. "If you get in there in the beginning and you provide the stimulation, the activity, the information that they need, they're going to catch up."

Weston is still receiving services associated with developmental delays, but like his sisters will probably soon be performing at his adjusted age. Bradley, of course, will require special attention as a result of his blindness. Still, he's doing well, his mom says, because his other siblings "push him" and because of early intervention.

"Thanks to this EI program, I have an idea of what direction we need to go with Bradley," said Alison Swinney. "Otherwise, I would be sitting home with a blind child, not knowing how to get him to eat, not knowing how to encourage him to do things on his own, not knowing when he needs to go to school. I would be lost."

## *The ADRS Continuum of Services* for the SWINNEY FAMILY

Early Intervention ————— Children's Rehabilitation ————— Vocational Rehabilitation

Early Intervention services will enable the Swinney children to "catch up" with their adjusted age and prepare them to enter kindergarten on time. EI will coordinate the specialized services that Bradley will require because of his blindness.

CRS will be available to provide the Swinney family with a variety of services, including care coordination, therapies, counseling, and classroom assistance, as necessary until the children reach 21.

If necessary, VRS will begin working with the family as the children become teen-agers, helping them prepare for independence as adults by developing plans for further education and employment.

# Coleman Twins

## Tuscaloosa



Even though her twin sons, Jordan and Solomon Coleman, were born four weeks premature, it was seven months before Risha Pruitt first suspected that something was wrong. They weren't gaining weight and, comparing their development to what she had seen with her 3-year-old daughter, Risha thought her boys seemed "a little slow." Her doctor confirmed her suspicions and referred the family to Tuscaloosa's Community Service Programs (CSP), one of more than 60 agencies statewide that are part of Alabama's Early Intervention System.

"It was scary at first, because I had never gone through anything like this," said Risha, "but then they told me Early Intervention could help."



On their first home visit, CSP Service Coordinator Mary Catherine Register and Early Intervention Teacher Louise Dorsey reassured Risha her tiny sons could and would improve.

"They told me not to worry, that early intervention could help them catch up," said Risha. "And when I saw them on the floor playing with my babies I knew it was more than just a job to them; they really cared."

Mary Catherine helped Risha map out an Early Intervention plan, began coordinating medical and therapy appointments for the boys and brought in nutritionists from Children's Rehabilitation Service.

During her periodic visits to the Pruitt home, Louise worked to strengthen the boys' legs, as well as their motor, language and socialization skills. At the same time, she taught Risha techniques she could use on her own.

Improvement came quickly.

"When I first started my visits, Solomon could only sit up," said Louise. "Three months later he was crawling and it won't be long before he walks. His brother Jordan is walking already and, even better, he's learned to laugh. It is such a joy to see!"

While Louise believes God sent her this job in Early Intervention, Risha says Early Intervention has been an answer to her prayers.

"It has been such a blessing. I thank the Lord for bringing Louise and Mary Catherine into my life," she said.

And seeing her sons improve so quickly has been gratifying not only for Risha, but for her extended Early Intervention family as well.

"When we first went out to the house and held them, they were so bony it took my breath away," said Mary Catherine. "But both boys are flourishing. They're fat, healthy little babies now."

## *The ADRS Continuum of Services* for the COLEMAN TWINS

### Early Intervention

In addition to coordinating and providing the individual therapies each boy requires, Early Intervention has given counseling, guidance and encouragement to their mother through regular home visits. If their progress continues, the boys will be ready to enter school with their peers.

### Children's Rehabilitation

CRS staff have been working with the Coleman twins to address the nutrition problems that have contributed to their developmental delays. Other CRS services, including clinical and school assistance, also will be available to the children as necessary until they are 21 years old.

### Vocational Rehabilitation

When the boys become teen-agers, VRS will help them prepare for independence as adults by developing plans for further education and employment.

# Speakman Family

Hartselle



Phil and Keri Speakman have learned to appreciate “small miracles.” That appreciation began with the birth of their son, Joe, who arrived in November 1998, three months early. That he survived at all would seem to be a miracle. But the boy, who weighed a meager 2 pounds, 4 ounces at birth, was resilient.

“He’s a tough little kid,” said his mom, “and I think it’s because he’s had it rough since the very beginning.”

When he was able to go home, he was 2 months old and weighed 4 pounds, 4 ounces. Newborn hearing screening conducted in the hospital revealed that Joe had a significant hearing loss, but the Speakmans didn’t realize just how bad things were in the beginning. At 6 months, he was diagnosed with cerebral palsy.

Because Joe was premature, Alabama’s Early Intervention System was in the picture shortly after his birth, and referred him to Children’s Rehabilitation Service (CRS), which provided his first hearing aid when he was 6 months old. He also began receiving physical therapy and occupational therapy. Through the years, CRS also has provided a wheelchair, and AFO’s, two special braces that provide support for the foot and ankles. In addition, the program has assisted with the cost of tendon-lengthening surgeries, which are commonplace for youngsters with cerebral palsy.

“Without the help on some of this,” said Phil Speakman, “Joe wouldn’t have gotten some of the things he really needs.”

Keri Speakman agreed.

“We would be living in a cardboard box right now without help from Early Intervention,” she said.

Following his most recent surgery, his parents doubted he would ever walk, but Joe pulled off another miracle.

“One day he just decided he was going to walk and did,” said Keri Speakman. “We were both surprised. He just took off across the room like he’d been doing it all his life.”

In many ways, Joe is a typical 4-year-old. He likes playing at the park and going for car rides. Still, because of his difficulties at birth, he’ll face special challenges throughout his life. More than likely, though, thanks in part to ADRS, he’ll continue to supply his parents with small miracles.

“We knew from the beginning that the doctors were painting a dark picture so that we could be pleasantly surprised,” said Keri Speakman. “We expected the worst for so long, but only good keeps happening. He’s done nothing but surprise us.”

## *The ADRS Continuum of Services* for the SPEAKMAN FAMILY

### Early Intervention

Early Intervention was involved with Joe shortly after his birth, coordinating services including physical and occupational therapies. When his hearing loss was detected by newborn screening, EI connected him with the appropriate services at CRS.

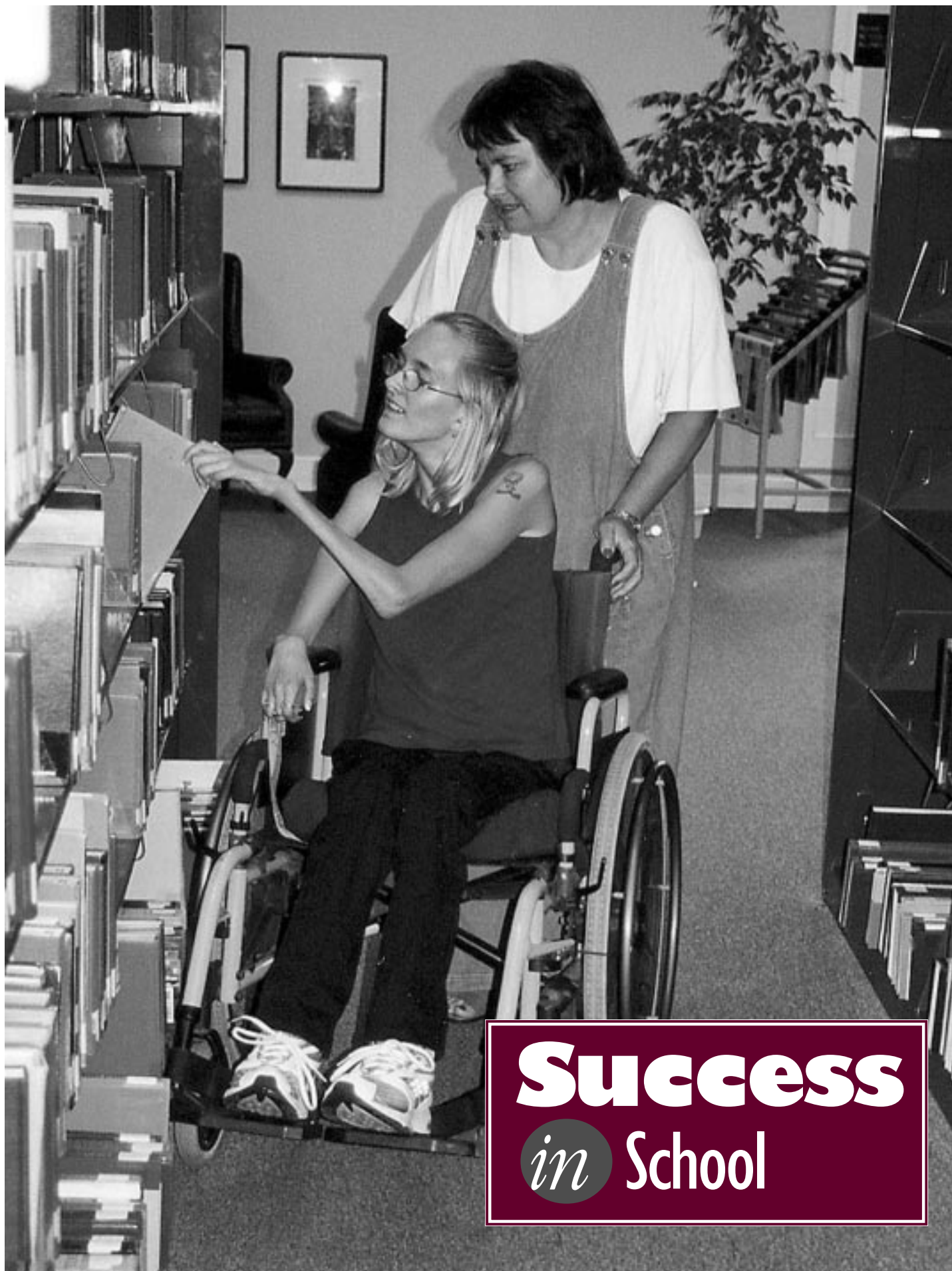
### Children’s Rehabilitation

CRS has provided Joe’s hearing aids, his first wheelchair, specialized therapies, and special braces. As he attends school, CRS will work with him, his parents, and school staff to ensure he receives the assistive technology he needs for success in the classroom throughout his education.

### Vocational Rehabilitation

As with tens of thousands of other students, VRS will begin working with Joe as he prepares to enter high school. With assistance from VRS, Joe and his family will devise a long-term educational and employment plan that will help Joe to live independently as an adult.





**Success**  
*in* School

# Crystal Ray

## Marengo County



Everybody likes Tweety Bird. What's not to like? The little yellow bird is a real cutie and usually manages to get the best of that awful Puddy Tat.

Much of the same applies to Crystal "Tweety" Ray. She's not bright yellow, of course, but she does drive a blinding yellow pickup, a nod to her obsession with the popular cartoon canary.

Like her tiny hero, this 18-year-old Alabama Southern Community College student usually manages to come out on top of any situation, despite the fact that her childhood was filled with people telling her what she couldn't do.

"When I was younger everybody was telling me, 'You're never going to be able to drive. You're never going to be able to do this; you're never going to be able to do that.' My whole purpose in life is to prove those people wrong," said the young woman, who was diagnosed with a genetic neuromuscular disorder when she was 2 years old.

And thus far she has. Part of her success can be attributed to her fearlessness, said Starr Hudson, Crystal's counselor, who works in the Tuscaloosa VRS office.

"She'll try anything once. She's not afraid of anything," Hudson said.

Another reason for her success is the Alabama Department of Rehabilitation Services, which has been working with the teen-ager since she was 9 years old.

As a CRS consumer, Crystal has received occupational therapy and help with accommodations in school. VRS has been in the picture since 2001, providing assistive equipment for her computer and a wheelchair lift for that bright yellow truck.

She's also attended the Alabama Governor's Youth Leadership Forum, a five-day program partly sponsored by ADRS. That experience, she said, was life-changing.

"It was great," she said. "I loved it. It makes you look at the good side of yourself — it doesn't matter who you are or where you're from, you can do whatever you need to do and be whoever you need to be."

She's taken that philosophy and applied it to her own life. She's currently pursuing a two-year degree in computer technology, but hasn't planned much beyond that. She may move on to a four-year school or perhaps start work in a "good, stable job."

One thing is certain: Whatever challenges she may face, like her favorite cartoon character, she'll get the best of that awful Puddy Tat.



## *The ADRS Continuum of Services* for the CRYSTAL RAY

### Early Intervention

Crystal was eligible for Early Intervention services as soon as she was diagnosed with her neuromuscular disorder at age 2. In FY 2002, more than 4,000 Alabama infants and toddlers with disabilities and delays received EI services.

### Children's Rehabilitation

Crystal was 9 years old when she and her family came to CRS for services. Since then, from elementary school to college, she has attended CRS clinics and received assistance with accommodations in school.

### Vocational Rehabilitation

VRS is helping Crystal pursue her dream of a college education and career. VRS has provided equipment to assist her at school — software, a swivel armrest and a special mouse for her computer. Her vehicle has also been equipped with a motorized wheelchair lift.

# Ronnie Crews

## Eufaula



After her son Ronnie Jr. suffered an intracranial hemorrhage in October 1997, Earnestine Crews was “in a daze,” just waiting for the 12-year-old to awaken. Three days later, he did. But he didn’t recognize her.

“When he woke up,” she said, “he didn’t know me. I wasn’t his mama, and he wasn’t Ron.”

But that was only the beginning of the family’s difficulties. The hemorrhage, though stopped with emergency surgery, had done substantial damage to the youngster’s brain. In the months that followed, Ronnie’s parents drove him to Dothan from their Eufaula home each day for speech therapy, occupational therapy, and physical therapy.

“He had to relearn a lot of things,” said his mom.

The following December, Earnestine Crews contacted the Children’s Rehabilitation Service (CRS) office in Dothan. Through that first contact, Mrs. Crews learned about various therapies for Ronnie. In February 1998, Ronnie attended his first neuro-ortho clinic there.

With Ronnie well on the way to a physical recovery, his parents turned their attention to his schooling. Prior to the injury, he’d been a sixth-grader and the Crewses were hopeful that he would be able to move on to the seventh grade with his classmates. He returned to school near the end of the school year, attending half days. Through a lot of hard work, he caught up with his assignments and was promoted to

seventh grade.

When Ronnie returned to school, Vonda Reeves, the CRS parent consultant from Dothan, was particularly helpful, attending meetings with school officials and advocating for the family, Mrs. Crews said.

“They weren’t quite sure what to do with him,” Mrs. Crews said of the school system.

But with intervention from CRS, Ronnie is now getting the assistance he needs for success in the classroom.

And the evidence is there. The young man, who is now 16 and in the 11<sup>th</sup> grade at Eufaula High School, passed the Alabama High School Graduation Exam on his first attempt and is on track to graduate with his classmates in 2004.

When the time comes, he and his parents will turn to Vocational Rehabilitation Service for direction regarding the young man’s future.

“I’m so glad that I went to Rehabilitation Services for help because I see so much that Ronnie wouldn’t have gotten if I hadn’t,” Mrs. Crews said.



## *The ADRS Continuum of Services* for RONNIE CREWS

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. Ronnie’s brain injury occurred when he was 12 years old.

### Children’s Rehabilitation

Today, four years after his injury, Ronnie continues to attend the CRS neuro-ortho clinic, where staff monitor his recovery. CRS has also worked with his school to reintegrate him into the classroom and with VRS will plan his future after graduation.

### Vocational Rehabilitation

As Ronnie nears graduation, VRS will work with him and his family to help him map out his future, whether it includes employment or higher education. VRS will also assist with any accommodations necessary to his success.





# Maria Smith

Elmore County

Maria Smith feels more independent now that she's learned how to "keep my clothes from turning all those funny colors." The pivotal moment came in the summer of 2002, when she was taught how to wash clothes during a special summer school for the blind. She attended the program – which fosters self-assurance in blind teen-agers by teaching them daily living skills and giving them an opportunity to gain work experience – courtesy of Vocational Rehabilitation Service (VRS).

Combine that with experiences at Alabama Governor's Youth Leadership Forum and Transition Weekend – both Alabama Department of Rehabilitation Services (ADRS) programs – and the Elmore County High School senior has an increased self-confidence.

At each of the programs, she was around other teen-agers who face similar challenges and learned about resources that can help them face those challenges.

"It was good to know there were different resources available for teen-agers who are blind," she said.

Not that she wasn't already doing well. The 17-year-old is a "gifted and talented" student, who is working toward an advanced diploma. She attributes a lot of her success in school to the "great technology" furnished by VRS, most especially a "cool" calculator and the Braille Lite personal notetaker that she uses to take notes, compose essays, work on homework and that can be synched with her home computer.



When she graduates and heads off to college, VRS will ensure she has the necessary technology, providing a new computer system specifically tailored to meet her special needs. She will also receive tech support, orientation and mobility training, the assistance of a rehab teacher or anything else she might need to assure her success in the classroom, said Mimi Glisson, a counselor in the Opelika VRS office.

For now, though, the young woman is focused on graduation. She knows she's going to college, but hasn't decided where just yet, though she's considering a career working with computers ("I'm fascinated with the Internet").

Whatever she decides, one thing is certain: her future, while bright, won't include clothes that are "funny colors."

## *The ADRS Continuum of Services* for MARIA SMITH

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. Her family contacted the department in 2001, when Maria was 15 years old.

### Children's Rehabilitation

CRS serves children with special needs from birth to age 21. Maria's family came to the department for vocational rehabilitation services when she was 15.

### Vocational Rehabilitation

In the spring of 2001, a VRS counselor began helping Maria plan for her post-secondary education. VRS has also provided Maria with assistive technology for high school, including a personal notetaking device and a special calculator designed for blind students.

# Ashley Gay

Cleburne County



Even dark times have bright spots.

Or at least that was the case for 17-year-old Ashley Gay. In September 2001, while in intensive care following an epileptic seizure that caused her lungs to collapse, the concern and support of her Cleburne County community were bright spots during a dark time in her life.

Despite hospital rules against it, she had a steady stream of visitors – 150 in all, according to her mother's count – from her church and school. Her classmates from Ranburne High School gathered in the gym each day to pray for her recovery. A poster signed by each student in the school wished her well. And, when she returned home after her hospital stay, yellow ribbons adorned the yard.

"It helped a lot knowing that people cared, were praying for me, thought about me," said Ashley, who has spina bifida and epilepsy.

Ashley's positive attitude was also a plus, especially when a pressure sore she developed during her time in the hospital forced her to stay in bed for an additional six months.

"She never complained, not once," said her mom, Hazel Gay.

Support from Children's Rehabilitation Service (CRS) was also helpful, she said.

"Kathy (Williams, social worker in the Anniston CRS office) was wonderful," said Mrs. Gay. "She offered tremendous emotional support – but then she and CRS have always been there for us."

In fact, CRS has been a part of Ashley's life since she was 4 years old and through the years has provided a wheelchair, a lift, medication and supplies.

These days Ashley is a senior who works on the yearbook staff and helps out with the girls basketball team. She's also well-known for the speed with which she operates her power wheelchair.

"One day she was speeding down the hall and nearly plowed down the principal," said teacher Rita Hollaway.

Ashley has talked with her Vocational Rehabilitation Service counselor about mapping out a plan for life after next spring's graduation, which may include a job at her alma mater.

Still, no matter what path she takes, she already knows her legacy to next year's seniors: "Wheelchair skid marks in the hall."

## *The ADRS Continuum of Services* for ASHLEY GAY

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. Ashley's family contacted the department when she was 4 years old.

### Children's Rehabilitation

CRS has been working with Ashley since she was 4. Since that time, CRS has provided the young woman with a wheelchair, a lift, medication, supplies, and counseling, enabling her to remain in school and on track to graduate with her class.

### Vocational Rehabilitation

With graduation approaching, VRS has begun talking with Ashley about her future. Whether she decides to enter the workforce or continue her education, VRS will provide the assistance she needs, from technology to special accommodations.



# Jermaine Williams

Tuscaloosa

Never underestimate the value of old-fashioned determination. It certainly has served Jermaine Williams well.

It's his determination, after all, that helped him to return to school despite a May 2001 car accident that caused massive brain damage and left him with visual and mobility impairments. It's because of his determination that he was able to graduate last spring with his class at Tuscaloosa's Central East High School despite spending two weeks in a coma and two months in a semi-coma. His determination helped him to get out of his wheelchair and walk across the stage with a walker to receive his diploma as the audience gave him a standing ovation.

And it's determination that will help him as he refocuses his goals in the wake of his accident.

The accident, he said, was simply a "little setback." Though he's currently a freshman at Shelton State Community College in Tuscaloosa, he still wants to attend Jackson State University in Mississippi and pursue a law degree at the University of Alabama.

A lot has happened since the night of his accident. He spent several weeks in a local hospital before he was moved to Children's Hospital in Birmingham, where he underwent physical, occupational and speech therapy. That's when Cynthia Murphy, the Children's Rehabilitation Service (CRS) traumatic brain injury coordinator in Birmingham, got involved, having him evaluated, coordinating his therapies and providing a wheelchair. Later, when he returned to school and started thinking about his future again, his family contacted Connie Givens, a Vocational Rehabilitation Service (VRS) counselor in the Tuscaloosa office. The State of Alabama Independent Living (SAIL) Service has also assisted the family, providing medical supplies and personal care.

All of it has been a great help, said Doris Williams, Jermaine's mother.

"We were thankful for all of these programs, because we were at a complete loss as to what to do," she said.

Jermaine's next big goal is simple: to walk without assistance again. To some that might seem unlikely. Still, with his unshakeable faith ("I've got the Lord behind me, so there's no stopping me"), family support and that amazing determination, he'll probably prove them wrong.



## *The ADRS Continuum of Services* for JERMAINE WILLIAMS

### Early Intervention

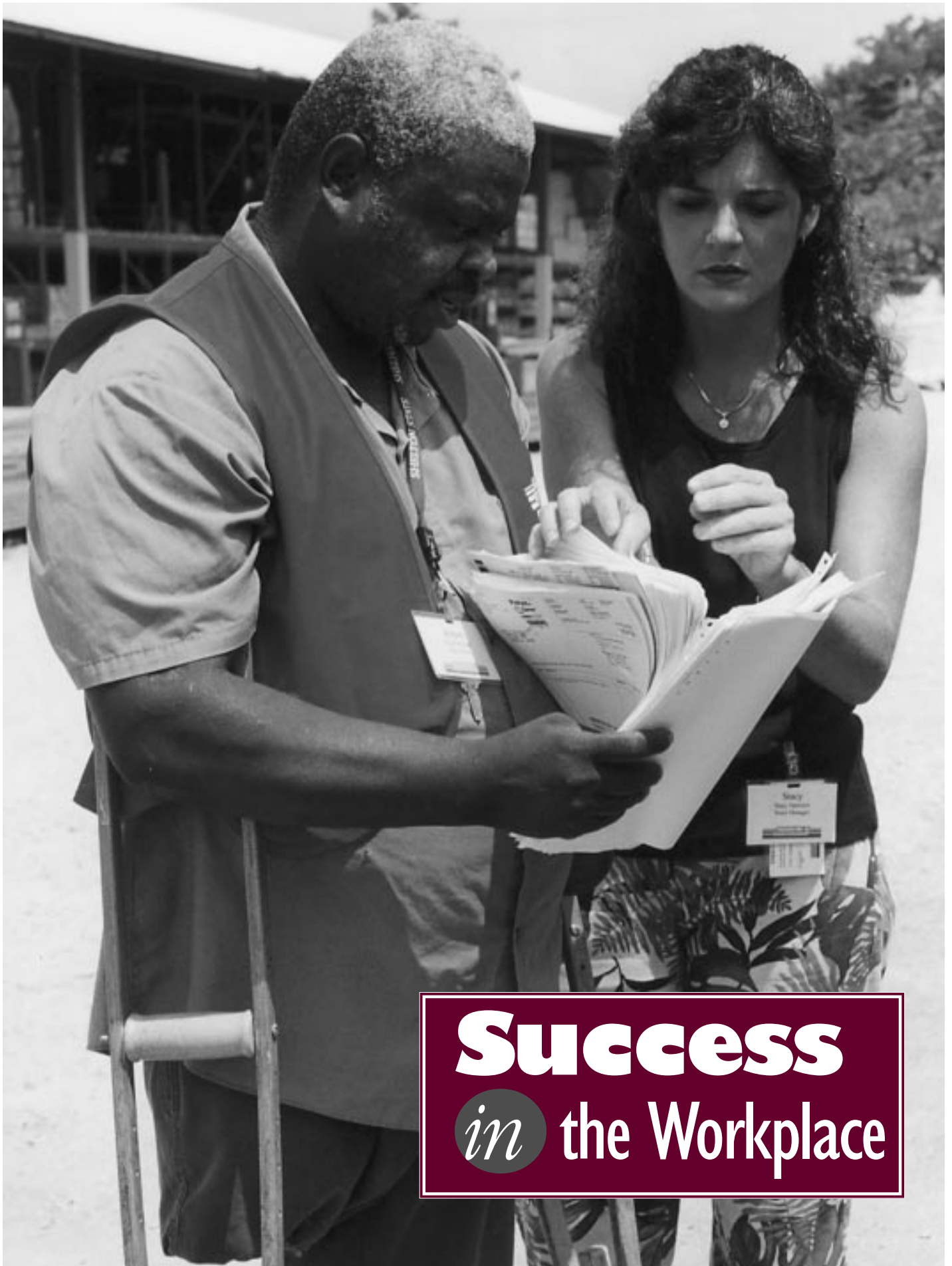
Early Intervention services are available to eligible children from birth to age 3. Jermaine was injured in May 2001, when he was a junior in high school.

### Children's Rehabilitation

Jermaine's life-threatening brain injury resulted in visual and mobility impairments, requiring a wide range of CRS services. Six months after his accident, because with CRS' help, Jermaine returned to the classroom full time.

### Vocational Rehabilitation

Prior to Jermaine's graduation, VRS staff began assisting with his transition to undergraduate school and with his long-term plans for law school. The SAIL program has also helped the young man, providing medical equipment and supplies.



# **Success** *in* the Workplace



# Wilbert Bolden

## Demopolis



“I got so many doors closed in my face it was pitiful.”

Wilbert Bolden lost his leg when his car was struck by a drunken driver 1982, but it wasn't until nearly 20 years later that it became a real obstacle.

Wilbert resumed his welding business after recovering from the accident, but in later years realized that line of work had become too physically demanding.

“I couldn't get around as well as I could when I was younger,” said Wilbert. “So I decided to go back to school.”



Always interested in electronics, he enrolled in Shelton State Community College in Tuscaloosa. Driving 120 miles round trip from his home in Forkland to attend classes, Wilbert earned degrees in industrial electricity and industrial electronics, graduating with a 3.9 GPA.

That's when his real education began.

“I applied for more than 25 jobs and never got beyond the first interview,” he said. “I guess they couldn't see past the one-leg thing.”

Discouraged, but determined, Wilbert contacted Alabama Department of Rehabilitation Services (ADRS) Rehabilitation Counselor Starr Hudson for help. After making arrangements to provide him with a prosthesis for his leg, she and Rod Cahoon of the West Alabama Rehabilitation Center in Tuscaloosa

put Wilbert through the evaluation process and reviewed their files of area businesses to locate a suitable employer.

In Demopolis, they found what appeared to be the perfect match – Marvin's, a home supply store. Manager Stacy Harrison noticed Wilbert's electronics background and was quick to hire him to help in that section.

A few months later, Wilbert was working in practically every area of the store, including the warehouse and lumber yard where he operated the forklift.

“I can't believe those other employers wouldn't give him a chance,” said Harrison. “But their loss was our gain.”

Today, almost 20 years after his accident and one unforgettable year of frustration, Wilburn is looking with confidence to the future.

“I see opportunities for advancement with this company,” said Wilbert, “and I'd like to go to the top.”

With the encouragement of his store manager, and the support of the ADRS rehabilitation team that is there to help when the need arises, Wilbert is well on his way, in spite of his physical limitations.

“My advice to others who have disabilities is: don't give up,” he said. “And utilize Vocational Rehab. They have lots of resources and can help you a lot.”

## *The ADRS Continuum of Services* for WILBERT BOLDEN

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. Wilbert contacted the Alabama Department of Rehabilitation Services as an adult.

### Children's Rehabilitation

CRS serves children with special needs from birth to age 21. Wilbert became a consumer as an adult.

### Vocational Rehabilitation

VRS provided Wilbert with a prosthesis. His VRS counselor, working with a community rehabilitation program, helped him find employment. A VRS rehab technology specialist continues to work with Wilbert and his employer to provide accommodations.

# Jay Davis

## Sylacauga



Late one night in November 1996, the Lord's Prayer got Jay Davis through.

It was around midnight that evening that the truck he was riding in collided with two deer, flipped off the road, smashed into a tree and came to a rest upside down, pinning Jay and a friend inside.

Shortly after dawn, a pair of hunters discovered the two and called paramedics.

"I held on by saying the Lord's Prayer until help arrived," said Jay.

It was two weeks before he was lucid enough to comprehend his condition, and the news about his injuries was not encouraging. He had fractured his third, fourth, fifth and sixth vertebrae and would not walk again.

Hospitalized for three months, he had surgery to fuse his neck. At a Birmingham rehabilitation center, his father and therapists pushed him to keep working to recover, to stay positive. But no one was tougher on him than he was on himself.

"I was determined not to complain, to just keep on pushing," said Jay.

The accident changed not only Jay's lifestyle, but also how he would make his living. The one-time golf pro now had to consider other options, and the Alabama Department of Rehabilitation Services (ADRS) was there to help him get his life back in order.

"VRS (Vocational Rehabilitation Service) and SAIL (State of Alabama Independent Living Service) have made a huge difference," he said.

When Jay returned home, SAIL furnished attendant care, medications, medical supplies, and specialized equipment, including a shower chair. Meanwhile, VRS Counselor Amber

McLain provided employment assistance, helping him draft a resume to send to Sylacauga businesses.

Soon thereafter, Glenn Raley, owner of a local automobile dealership, called and asked Jay to interview for a receptionist position.

"I had no idea Jay had a disability," said Raley. "I was shocked to see him in a wheelchair."

Jay was not discouraged.

"Mr. Raley, being a car man, I didn't think wheels would bother you," he said.

Jay got the job.

He's been a positive addition to the business, Raley said.

"Not only is Jay an outstanding employee, he's also an inspiration in the showroom," he said. "No one can have a bad attitude around Jay."

That trademark positive attitude has him looking to the future, possibly as a motivational speaker for others who face overwhelming odds.

"I would tell them what I went through and the lessons I learned," he said. "And no matter what happens to you, it's like my Dad says, 'Don't give up, the reward is too great.'"

## *The ADRS Continuum of Services* for JAY DAVIS

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. Jay was injured as an adult.

### Children's Rehabilitation

CRS serves children with special needs from birth to age 21. Jay contacted the Department of Rehabilitation Services after his auto accident in November 1996.

### Vocational Rehabilitation

To meet Jay's personal needs, the SAIL program has provided him with attendant care, medications, medical supplies and specialized equipment. His VRS counselor assisted him in his job search and is available to his employer for disability consultation.



# John Martin

## Anniston



Until the Alabama Department of Rehabilitation Services entered the picture, 29-year-old John Martin was working on a farm in Calhoun County and living in a makeshift home, a two-room shack with no bathroom and a sheet of plastic as a back door. The television and heater were plugged into an extension cord that was strung from the main house.

“I liked working at the farm and I liked the people there,” he said.

But his landlady believed life had much more to offer, even for a man with a mental disability. She contacted Keith Dear, a counselor in the Anniston VRS office. Dear knew John’s situation was far from his “maximum potential,” and learned that he was interested in moving into town and finding another job. Dear enlisted the involvement of the Opportunity Center and the ARC – long-time ADRS community partners in Anniston – and together they developed a plan to change John’s life.



The ARC located an apartment John could call home and began teaching him skills he would need to live on his own, such as doing his laundry, grocery shopping and managing his money. Meanwhile, Opportunity Center caseworker Roy Roberts enrolled John in classes that would train him for a new job. He then approached Fred’s, a local store, about hiring John.

“It was a perfect match,” said Roberts. “John really wanted to work and the folks at Fred’s were willing to give him a chance.”

At the beginning, it was just one day a week, with Roberts working alongside John as he learned his routine as store custo-

dian.

“We tried John a little bit at a time and found out he could handle the work,” said Fred’s manager Kay Allevato. “He did so well we gave him more hours and more duties.”

It’s been a year now, and John still relies on ADRS, the Opportunity Center and ARC for support from time to time.

“We consider ourselves John’s extended family,” said Roberts, “advising him on health, family and money issues. But he is on his way to independence and I’m real proud of him.”

When he’s not cheering on the Alabama football team or watching movies at home, John spends his free time taking part in Anniston Parks and Recreation programs. They have introduced him to activities like bowling and volleyball and have taken him to destinations like Stone Mountain in Georgia.

For John Martin, it’s all part of a trip that began as a short ride from the farm to the city, from life in a shack to a new world of possibilities.

## *The ADRS Continuum of Services* for JOHN MARTIN

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. John was referred to the Alabama Department of Rehabilitation Services as an adult.

### Children’s Rehabilitation

CRS serves children with special needs from birth to age 21. John began receiving services from the department after he was referred at age 29.

### Vocational Rehabilitation

John’s VRS counselor, along with the community rehabilitation program and helped him find a job, relocate to his own apartment. VRS continues to provide assistance to him and his employer.

# Donna Carter

Birmingham



Donna Carter had just celebrated her 18th birthday when she learned to “work with what I’ve got.”

That lesson began one rainy August evening in 1988, when the car she was riding in ran off a narrow country road and flipped. The driver was not injured, but Donna sustained a C5-6 spinal cord injury that resulted in quadriplegia.

She spent several months in the hospital and several more at the Alabama Department of Rehabilitation Services Lakeshore Rehabilitation Facility in Birmingham – almost two years total – being evaluated and then attending physical and occupational therapy. From the beginning, the State of Alabama Independent Living Service was with her, covering the cost of therapies as well as room and board. When she returned home, SAIL provided attendant care, home physical therapy, and an electric wheelchair



In 1990, when the Greenville native expressed an interest in getting back to work, she was referred to Vocational Rehabilitation Service.

After completing a college prep class at ADRS’ Lakeshore Rehabilitation Facility, she began attending Lurleen B. Wallace Community College in her hometown of Greenville. Later, she enrolled at Troy State University, where she earned a degree in rehabilitation counseling in 1996. Four years after that, she received a master’s degree in rehabilitation counseling from Auburn University.

Throughout her schooling, VRS was there, providing financial assistance, attendant services, and, most importantly, perhaps, emotional support.

“That was invaluable, especially in the beginning,” she said.

In February 2001, she interviewed for a contact representative position with the Social Security Administration office in Birmingham and began working there the following month. She enjoys her job, which allows her to put her counseling training to use.

Her case with VRS has been closed, but as help is needed, Donna will receive it. Soon, for example, VRS will cover the cost of equipping a new van with hand controls, so that she can drive to work for the first time since her accident.

To those facing similar circumstances, she offers the following advice: “Don’t look at what you can’t do, but at what you can do and strive to do that. Then you won’t pay as much attention to the things you can’t do.”

And she should know. That’s what she does everyday.

## *The ADRS Continuum of Services* for DONNA CARTER

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. Donna was 18 when she contacted the Department of Rehabilitation Services.

### Children’s Rehabilitation

CRS serves children with special needs from birth to age 21. The department began working with Donna in 1990, when she was an adult.

### Vocational Rehabilitation

The SAIL program assisted Donna with the many medical needs associated with her quadriplegia. After attending ADRS’ Lakeshore Rehabilitation Facility for college prep, she received attendant services while in college and employment assistance after graduation.

# Rodney Brown

## Tuskegee



There's an old Southern saying that seems to fit Rodney Brown: "The Lord fits the burden to the back."

In July 1988, at 19 years old, he was hit by a drunken driver while riding his motorcycle to work. He went airborne and landed head first on concrete, damaging his spinal cord.

Learning he probably would never walk again was quite a blow to the young man.

"It was difficult to accept, but by the grace of God, I realized I could handle it," he said.

It was about this time that he met Anne Stephens, a rehabilitation counselor in the Opelika Vocational Rehabilitation Service office.

"I had told them in the hospital, 'Hurry up and fix me, I'm ready to get back to work,' " Rodney said.

But first he and his counselor had to talk about the kind of work he wanted to do. His prior job as a manager at a local grocery store required too much mobility, so they began considering his options.

In the spring of 1989, less than a year after his accident, he enrolled at Southern Union Community College. While he was there, VRS provided tuition assistance, books, transportation, and hand controls for his vehicle.

He graduated in 1991 with a degree in business education. Later that same year, thanks to placement assistance from VRS, he went to work at Tuskegee University. He enjoyed his job, but in 1995 resigned, under doctor's orders.

"I wanted to keep working," he said, "but the doctor said it could kill me. My body just needed a rest."

And so he left work and spiraled into depression.

"Those were dark times," he said.

Finally, in late 2001, his physical and emotional health began to improve, and he was ready to return to work. He contacted VRS, which again provided employment assistance. He returned in April 2002 to Tuskegee, where he handles tickets and vehicle registrations for the University Police Department. The new job, he said, was an answer to prayer. Not only does he work on campus, he also lives there and attends church nearby.

"It's been a very good fit," he said.

In his free time, he plays piano with Truly Blessed, a gospel group that performs at local churches. It gives him an opportunity to share his faith, which has sustained him since his 1988 accident.

"I see now that it's all been for good."



## *The ADRS Continuum of Services* for RODNEY BROWN

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. Rodney was injured in 1988, when he was 19 years old.

### Children's Rehabilitation

CRS serves children with special needs from birth to age 21. The department began working with Donna in 1990, when she was an adult.

### Vocational Rehabilitation

Following his motorcycle accident, Rodney turned to VRS for help in continuing his education and returning to the workplace. VRS assisted him in college and helped him find employment following graduation.

# Wayne Marshall

Huntsville



For most of his professional life, planet Earth was Wayne Marshall's gameboard. Using the computer on his desk, he moved his company's electronics products across the nation and around the world. Then his Huntsville-based company downsized and Wayne saw his 25-year career as a global logistics manager come to an abrupt end.

At the same time, he was facing another loss — his sight. The condition was congenital progressive myopia compounded by macular degeneration and had worsened in recent years. As a unemployed middle-aged professional with a wife and college-age son, Wayne's worsening vision only made his job search more difficult. Despite his impressive credentials and after nearly a year of job interviews, there were no offers.



"We were stretched financially," Wayne said, "but the layoff focused our faith and strengthened our family."

One day at church, a deaf friend who was familiar with Alabama Department of Rehabilitation Services suggested he contact the department. For Wayne, it was a hard phone call to make.

"I had to swallow my pride to get help from ADRS," said Wayne, "because I didn't understand what the department did."

It was Wayne's first giant step back into the world of work.

Vocational Rehabilitation Services

Counselor Roosevelt Love and Employer Development Coordinator Crispin Terry teamed up to prepare Wayne for his comeback. Wayne's first lesson was how to explain, not hide, his vision problem to potential employers.

"Progressive companies are very understanding about disabilities and more than willing to make accommodations," said Terry. "Their biggest concern is finding quality employees."

As Terry reviewed her employer contacts, one such company seemed like the perfect match for Wayne — Huntsville's Sanmina SCI, a leading electronics manufacturer with more than 160 facilities operating around the world. The company also had a strong relationship with ADRS and a history of employing people with disabilities.

Tom Avery, Sanmina's human resources manager, said SCI is committed to a diverse workforce that includes people with disabilities.

After the company saw Wayne's qualifications, his vision problems "didn't bother us in the least," he said.

Today, Wayne is back at his computer, his gameboard a lot larger than before, moving Sanmina SCI products around the globe.

"We prayed a lot when I was out of work," said Wayne. "We prayed for the right job with the right people and the right company. Our prayers have been answered."

## *The ADRS Continuum of Services* for WAYNE MARSHALL

### Early Intervention

Early Intervention services are available to eligible children from birth to age 3. Wayne's eyesight loss worsened when he was an adult.

### Children's Rehabilitation

CRS serves children with special needs from birth to age 21. Wayne contacted the Department of Rehabilitation Services for assistance as an adult.

### Vocational Rehabilitation

When Wayne's vision loss became an obstacle in his search for employment, VRS matched his abilities and experience with the employer's needs and advised both on disability issues, including technology accommodations.

# Alabama's Early Intervention System

Alabama's Early Intervention System (AEIS) coordinates a statewide system of services and supports for infants and toddlers with a substantial delay in a major area of development or a condition that has a high probability of resulting in delay. With the assistance of eight other state agencies working through the Interagency Coordinating Council (ICC), community service providers and the families of children served by AEIS, the system provides a coordinated, family-centered system of services. The early intervention system was created as an important first step to ensuring that all children start school ready to learn.

AEIS staff members begin early to encourage families who have young children with developmental delays to become involved in community activities that already exist for young children, if possible. Providing early intervention for infants and toddlers in their "natural" environments is a very important part of their learning process.

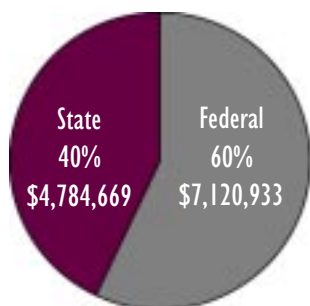


In home and community settings, such as child-care centers, mother's-day-out programs or city parks, youngsters with disabilities are able to become involved in activities with their nondisabled peers. AEIS works together with families, community organizations, and public and private service providers to help with development.

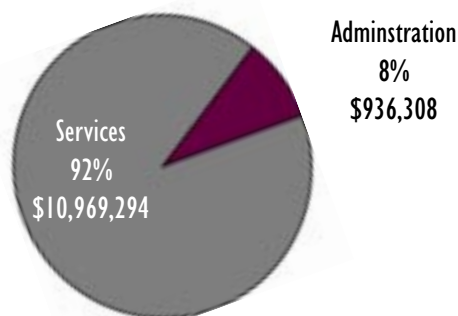
To be eligible for Early Intervention services, a child must be younger than 3 years old and exhibit a 25 percent or greater delay in one or more of the five developmental areas (cognitive, physical, adaptive, social/emotional, speech/language) or have a diagnosed condition that has a high probability of resulting in developmental delay. Infants and toddlers may be referred to AEIS by calling the toll-free Early Intervention Child Find hotline, 1-800-543-3098.

## AEIS BY THE NUMBERS

Source of Revenue: \$11,905,602



Use of Revenue: \$11,905,602





# AEIS PROGRAM HIGHLIGHTS

- Provided services to 4,015 infants and toddlers and their families, 172 more than in 2001
- Provided financial support and technical assistance to more than 60 local community Early Intervention programs and service coordination agencies statewide
- Provided Early Intervention materials and forms in Spanish for the state's growing Hispanic population and partnered with Hispanic organizations to better identify infants and toddlers
- Conducted 17 transition workshops statewide in collaboration with the state Department of Education
- Increased referrals of children needing Early Intervention services (through joint efforts with Alabama Medicaid, Alabama Department of Human Resources, Alabama Department of Public Health and the Social Security Administration)
- Distributed more than 120,000 AEIS outreach materials requested by families, organizations, and agencies
- Revised personnel standards for staff who serve children with disabilities and their families; the ICC approved these revised standards
- Provided statewide information about AEIS workshops, conferences and resources access through the ADRS website ([www.rehab.state.al.us](http://www.rehab.state.al.us))
- Conducted a distance-learning training in-service curriculum in partnership with the University of South Alabama to expand the number of qualified providers of special instruction
- Developed and initiated with the State Department of Education a survey of families who have transitioned from AEIS to preschool education programs
- Completed a detailed improvement plan based on a self-assessment submitted to the Office of Special Education Programs within the U.S. Department of Education
- Partnered with the State Department of Education in a project to train and provide technical assistance to child-care providers across the state, targeting the inclusion of children with disabilities
- Collaborated with Alabama Partnership for Children in development and distribution of KidStuff parent guides to more than 60,000 new mothers in Alabama
- Initiated a training program for physicians through the University of Alabama Medical School and the Children's Hospital of Alabama
- Worked on the ALL Kids program with the Department of Public Health to assure benefits coverage for the eligible EI population

## AEIS: GROWING WITH THE FUTURE

	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003*</u>
Referrals	2,769	2,812	3,184	3325	3350
Eligible	1,754	1,804	1,947	2055	2130
Served	3,379	3,538	3,843	4015	4195

\* Projected



# EARLY INTERVENTION PROGRAMS

As part of Alabama's Early Intervention System, the following is a list of program locations for fiscal year 2001. These programs provided supports and services to eligible families in the counties surrounding the city listed.

## ANNISTON

ARC of Calhoun and Cleburne County  
Children's Rehabilitation Service, District III  
East Central Alabama UCP Center, Inc.

## ANDALUSIA

Children's Rehabilitation Service, District V  
South Central Alabama Mental Health/Mental Retardation Board, Inc.

## ATHENS

ARC of Limestone

## AUBURN

Alabama Institute for Deaf and Blind, Region VI  
Project AIM

## BIRMINGHAM

Alabama Institute for Deaf and Blind, Region III  
ARC of Jefferson County, Inc.  
Children's Health System Early Intervention Program  
Children's Rehabilitation Service, District II  
The Children's Hospital of Alabama  
Mental Retardation Developmental Disabilities and Health Care Authority  
of Jefferson County  
UCP of Greater Birmingham

## CULLMAN

Cullman County Center for Developmentally Disabled, Inc.

## DECATUR

Early Childhood Services of Centers for the Developmentally Disabled  
North Central Alabama Mental Retardation Authority

## DOTHAN

Alabama Institute for Deaf and Blind, Region VIII  
Children's Rehabilitation Service, District V  
Dothan-Houston County Mental Retardation Board, Inc.  
(Vaughn Blumberg Center)

## EUFAULA

Barbour County Early Intervention Program

## GADSDEN

Children's Rehabilitation Service, District III  
Merle Wallace Purvis Center  
UCP of Greater Birmingham

## GUNTERSVILLE

Marshall/Jackson Mental Retardation Authority

## HUNTSVILLE

Alabama Institute for Deaf and Blind, Region II  
ARC of Madison County  
Children's Rehabilitation Service, District I  
Madison County Mental Retardation Board  
UCP of Huntsville and Tennessee Valley

## JACKSON

Children's Rehabilitation Service, District VI

## JASPER

ARC of Walker County

## LOXLEY

UCP of Mobile (Sunrise Program)

## McINTOSH

UCP of Mobile (New Journey)

## MOBILE

Alabama Institute for Deaf and Blind, Region IX

Children's Rehabilitation Service, District VI  
Easter Seal School for Special Children  
University of South Alabama Women's and Children's  
Hospital Therapy Services Department  
UCP of Mobile (Project Special Delivery)

## MONROEVILLE

Southwest Alabama Mental Health/Mental Retardation Board, Inc.

## MONTGOMERY

Alabama Institute for Deaf and Blind, Region VII  
Children's Center of Montgomery, Inc.  
Children's Rehabilitation Service, District IV  
The H.O.P.E. Project  
Maxwell Air Force Base Early Intervention Program  
Montgomery Area Services for MR

## MUSCLE SHOALS

Alabama Institute for Deaf and Blind, Region I  
Children's Rehabilitation Service, District I  
Shoals Committee on Programs and Employment for  
Mental Retardation 310 Authority (SCOPE)

## ONEONTA

UCP of Greater Birmingham

## OPELIKA

ABC Program  
Children's Rehabilitation Service, District IV  
East Alabama Mental Health/Mental Retardation Board

## OZARK

Vivian B. Adams School

## PELHAM

Shelby County ARC/Kids First

## PELL CITY

UCP of Greater Birmingham

## PRATTVILLE

ARC of Autauga/Western Elmore County

## ROBERTSDALE

Baldwin County Mental Retardation Board, Inc.

## SCOTTSBORO

Marshall/Jackson Mental Retardation Board

## SELMA

Cahaba Center Early Intervention  
Cahaba Mental Health Center  
Children's Rehabilitation Service, District VI

## SHEFFIELD

UCP of Northwest Alabama

## TALLADEGA

Alabama Institute for Deaf and Blind, Region IV  
Burton Developmental Center  
Children's Rehabilitation Service, District III

## TROY

UCP of Mobile (Bright Beginnings)

## TUSCALOOSA

Alabama Institute for Deaf and Blind, Region V  
Children's Rehabilitation Service, District VII  
Community Service Programs of West Alabama, Inc.  
RISE Program

## VALLEY

Valley Haven School

# AEIS OFFICE LOCATIONS

## STATE OFFICE

2129 E. South Blvd., Montgomery, 36116-2455  
334-281-8780, 1-800-543-3098, TTY: 1-800-499-1816  
334-613-3541 (fax)  
Child Find Hotline: 1-800-543-3098  
[www.rehab.state.al.us](http://www.rehab.state.al.us)

## BIRMINGHAM

P.O. Drawer 2328  
236 Goodwin Crest Drive, 35201-2328  
205-290-4552, 1-888-430-7423  
205-943-9302 (fax)  
Counties: Cullman, Jefferson, Shelby, Walker

## DOTHAN

795 Ross Clark Circle  
P.O. Drawer 1627, NE, 36303  
334-792-0022, 1-800-677-9123  
334-702-8442 (fax)  
Counties: Barbour, Butler, Coffee, Conecuh, Covington,  
Crenshaw, Dale, Geneva, Henry, Houston

## HUNTSVILLE

407 Governors Drive, SW  
Suite B, 35801-5125  
256-518-8661, 1-800-283-9352  
256-518-9702 (fax)  
Counties: Colbert, Franklin, Jackson, Lauderdale, Lawrence,  
Limestone, Madison, Marion, Marshall, Morgan, Winston

## MOBILE

1610 Center St., Suite A, 36604  
251-439-7890, 1-800-879-8163  
251-432-8632 (fax)  
Counties: Baldwin, Choctaw, Clarke, Escambia, Mobile, Monroe,  
Washington

## MONTGOMERY

2127 E. South Blvd., 36116-2456  
334-613-3476, 1-800-441-7607, ext. 476  
334-613-3541 (fax)  
Counties: Autauga, Bullock, Chambers, Chilton, Coosa,  
Elmore, Lee, Lowndes, Macon, Montgomery, Pike, Randolph,  
Russell, Tallapoosa

## TALLADEGA

7 Bemiston Ave., 35160  
256-362-5832, 1-800-947-7140  
256-362-6941 (fax)  
Counties: Blount, Calhoun, Cherokee, Clay, Cleburne, DeKalb,  
Etowah, St. Clair, Talladega

## TUSCALOOSA

1110 Sixth Ave., East, 35401  
205-759-1279, 1-800-723-0490  
205-344-4072 (fax)  
Counties: Bibb, Dallas, Fayette, Greene, Hale,  
Lamar, Marengo, Perry, Pickens, Sumter, Tuscaloosa, Wilcox



# Children's Rehabilitation Service

Children's Rehabilitation Service provides medical and care coordination to children with special health-care needs in homes, schools and other community settings. In addition, CRS provides for local school systems the assessments, evaluations, therapy services and assistive communication devices which enable children with special health-care needs to participate fully in school. Through its six programs, CRS services can be accessed at different times during a child's life.

- Information and referral: links families to community resources and services.
- Clinical evaluation: identifies the unique needs of a child with feeding problems, communication challenges or special diagnostic needs.
- Clinical medical: operates specialty clinics throughout the state.
- Patient/family education: provides information necessary to carry out treatment regimens and to make informed choices about services.
- Care coordination: assists the child and family in identifying, accessing and utilizing community resources to effectively meet their individual needs.
- Parent connection: provides a network of family support.

Services are available to any Alabama resident with special health-care needs who is younger than 21, while consumers with hemophilia are eligible for services into adulthood. Families can receive services regardless of their income. Financial participation is on a sliding scale, based on each family's needs.

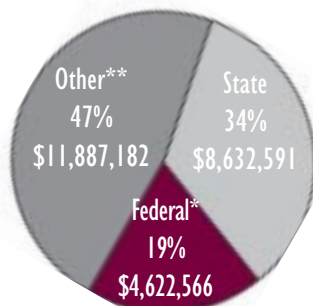
Treatment options vary, ranging from clinical interventions and medication to specialized equipment and therapy services.

Fifteen community-based offices provide a team approach, bringing together health-care specialists from many fields to provide services tailored for each individual family.

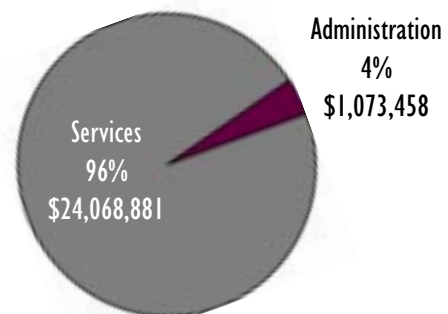


## CRS BY THE NUMBERS

Source of Revenue: \$25,142,339



Use of Revenue: \$25,142,339



\*Federal grants; \*\*Medicaid, insurance reimbursements

# CRS PROGRAM HIGHLIGHTS

- Provided services to more than 23,000 children with special health-care needs and their families, including 14,465 children through our CRS clinical programs
- Provided services to 2,445 children with special health-care needs who had no other resource for specialty care, a 10 percent increase over 2001
- Provided expanded services to more than 305 children with traumatic brain injury\*, a 13 percent increase over 2001
- Provided services to 301 patients with hemophilia, a 9 percent increase over FY 2001
- Expanded benefits to children with special needs through ALL Kids Plus coverage (CHIP), in collaboration with the Alabama Department of Public Health
- Expanded transition services for adolescents with disabilities through a multidisciplinary Teen Transition Clinic and a referral program with Vocational Rehabilitation Service
- Assisted teachers in educating children with special health-care needs by providing nursing, social work, audiology, nutrition and physical therapy services to local school systems
- Educated teachers, career tech and vocational/tech school professionals on methods of helping students with disabilities in the classroom
- Provided Individualized Education Plan (IEP) workshops to parents, school personnel and other professionals at five locations around the state
- Provided disability expertise to school nurses statewide regarding children with special health-care needs
- Provided expertise and assistive technology, including digital programmable hearing aids, to students and teachers in Alabama school systems to assist children with disabilities in the classroom
- Provided equipment repair and refurbishing prior to start of the school year for children with special health-care needs in Huntsville, Muscle Shoals, Gadsden, Dothan, Selma and other areas
- Participated in Medicaid's Dental Advisory Committee to improve access and reimbursements for children's dental needs
- Presented CRS programs through 244 public awareness contacts to 38,754 citizens



\*Traumatic Brain Injury (TBI) is the leading cause of disability and death in children and adolescents in the United States. Of all pediatric injury cases, about one-third are related to brain injury.

## CRS: GROWING WITH THE FUTURE

Average Number of Children Served Per Quarter: 12,881  
Number of New Children Served: 2,599  
Number of Encounters with Physicians, Dentists, Staff: 69,183  
Number of Uninsured Children Served: 2,445  
Average Number of SSI Beneficiaries Under 16 Years Served: 3,774

Information and Referral Calls Fielded: 8,565  
Average Number of Infants and Toddlers Served: 2,011  
Number of Service Encounters in Hemophilia Program: 2,451  
Number of Clients in Hemophilia Program: 301  
Number of Clinic Visits: 13,456

# CRS HEMOPHILIA PROGRAM

The Alabama Hemophilia Program (AHP), established in 1975, is administered by the Children's Rehabilitation Service division of the Alabama Department of Rehabilitation Services. The purpose of AHP is to provide access to comprehensive, multidisciplinary care to ensure optimal outcomes for Alabamians with hemophilia and related bleeding disorders. The major types of this hereditary disease, which affects predominantly males, are hemophilia A (factor VIII deficiency) and hemophilia B (factor IX deficiency), diagnosed as being mild, moderate or severe. In addition to serving people who have hemophilia, AHP provides services to people with other bleeding disorders. The most common of these is Von Willebrand disease, a condition that affects women as often as it affects men.

The AHP service area covers the entire state. Three-fourths of the population attend clinic at the Birmingham Hemophilia Treatment Center (HTC), while the remaining one-fourth attend clinic at the Mobile Hemophilia Treatment Center (HTC). The multidisciplinary team available through all components of the program includes board certified hematologists, orthopedists, nurses, social workers, physical therapists, nutritionists, dentists, local parent consultants, and vocational rehabilitation counselors. In addition to the HTC, community-based services offered include care coordination, family support, client/family education, information and referral, home visiting, nursing care, nutritional assessment and counseling, and physical therapy evaluation and therapy as ordered.

In addition to funding received through the Alabama Legislature, the AHP also receives a comprehensive care grant funded by the Maternal and Child Health Bureau, which totals \$28,700.

## PROGRAM HIGHLIGHTS

- Served more than 300 people
- Served 40 uninsured participants
- Offered two Montgomery satellite pediatric clinics
- Identified a hematologist to coordinate care for adolescents receiving services, enhancing the transition from pediatric to adult care in Birmingham HTC
- Partnered with the State Adolescent Coordinator to disseminate transition information to all AHP participants between 12 and 21 years old
- Provided participants with more than 3.5 million units of clotting factor for treatment, at a cost of more than \$2 million

## CRS SERVICES



- Service coordination
- Physical therapy
- Speech/language therapy
- Occupational therapy
- Hospitalization/surgery
- Social work services
- Patient education/parent resource centers
- Nursing services
- Nutrition counseling
- Assistive technology
- Low-vision services
- Medical services
- Audiological services
- Special dental and orthodontic services
- Laboratory testing
- Medication

# CRS OFFICE LOCATIONS

## STATE OFFICE

2129 E. South Blvd., Montgomery  
36116-2455  
334-281-8780, 1-800-846-3697, TTY: 1-800-499-1816  
334-613-3553 (fax)  
[www.rehab.state.al.us](http://www.rehab.state.al.us)

## ANDALUSIA

580 West Bypass, 36420-2130  
334-222-5558, 1-800-723-8064  
334-427-1216 (fax)  
Counties: Butler, Conecuh, Covington, Crenshaw

## ANNISTON

1010 Christine Ave., Suite 250, 36207-5710  
256-235-3050, 1-800-289-9533  
256-238-9875 (fax)  
Counties: Calhoun, Cherokee,  
Clay, Cleburne

## BIRMINGHAM

P.O. Drawer 2328  
236 Goodwin Crest Drive, 35201-2328  
205-290-4550, 1-888-430-7423  
205-290-4560 (fax)  
Medical Center: 205-939-5900  
Counties: Cullman, Jefferson, Shelby, Walker

## DOTHAN

795 Ross Clark Circle, NE  
P.O. Drawer 1627, 36303  
334-792-0022, 1-800-677-9123  
334-702-8442 (fax)  
Counties: Barbour, Coffee, Dale, Geneva,  
Henry, Houston

## GADSDEN

1100 George Wallace Drive, 35903-6501  
256-547-8653, 1-800-289-1353  
256-547-3513 (fax)  
Counties: Blount, DeKalb, Etowah

## HUNTSVILLE

407 Governors Drive, SW  
Suite B, 35801-5125  
256-518-8640, 1-800-283-9352  
256-518-9702 (fax)  
Counties: Jackson, Limestone,  
Madison, Marshall, Morgan

## JACKSON

1401 Forest Ave., P.O. Box 1005, 36545  
251-246-4025, 1-800-283-8140  
251-246-5224 (fax)  
Counties: Choctaw, Clarke, Monroe,  
Washington

## MOBILE

1610 Center St., Suite A, 36604  
251-432-4560, 1-800-879-8163  
251-432-9013 (fax)  
Counties: Baldwin, Escambia, Mobile

## MONTGOMERY

2127 E. South Blvd., 36116-2456  
334-288-0220, 1-800-568-9034  
334-284-6557 (fax)  
Counties: Autauga, Bullock, Chilton, Coosa,  
Elmore, Lowndes, Montgomery, Pike

## MUSCLE SHOALS

1450 E. Avalon Ave., 35661-6108  
256-381-1212, 1-800-285-9924  
256-386-7338 (fax)  
Counties: Colbert, Franklin, Lauderdale,  
Lawrence, Marion, Winston

## OPELIKA

516 W. Thomason Circle, 36801-5499  
334-745-7579, 1-800-568-8428  
334-749-3530 (fax)  
Counties: Chambers, Lee, Macon, Randolph,  
Russell, Tallapoosa

## SELMA

2906 Citizens Parkway  
P.O. Box 750, 36701  
334-872-8422, 1-800-967-6876  
334-877-3796 (fax)  
Counties: Dallas, Marengo, Perry, Wilcox

## TALLADEGA

7 Bemiston Ave., 35160  
256-362-9254, 1-800-947-7140  
256-362-6941 (fax)  
Counties: St. Clair, Talladega

## TUSCALOOSA

1110 Sixth Ave., East  
P.O. Drawer 2817, 35401  
205-759-1279, 1-800-723-0490  
205-344-4072 (fax)  
Counties: Bibb, Fayette, Greene, Hale,  
Lamar, Pickens, Sumter, Tuscaloosa



# Vocational Rehabilitation Service

Vocational Rehabilitation Service (VRS) provides specialized employment- and education-related services and training to assist teens and adults with disabilities in becoming employed. The largest division within the Alabama Department of Rehabilitation Services, VRS markets its trained, job-ready clients and a wide range of consultant services to Alabama's business community. The division offers specialized employment-related assistance to more than 43,366 adults and adolescents with disabilities each year. In addition, VRS works with middle schools, high schools, junior colleges and universities statewide to assist students with disabilities in receiving appropriate educational opportunities.



The types of services available through VRS are as varied as the people it serves and are designed specifically to meet the needs of each individual. Available through any of the 21 VRS offices statewide, services can include educational services; vocational assessment, evaluation and counseling; medical treatment; job training; assistive technology; orientation and mobility training; and job placement. To be eligible for VRS services, individuals must have a physical or mental impairment that is a substantial impediment to employment and must be able to benefit from services in terms of going to work.

Employment is the goal for every VRS participant, regardless of age or disability. In fiscal year 2002, a record-setting 7,699 people with disabilities achieved their dream of employment, thanks to VRS services. VRS helps each person match his or her talents with the right career. Then, VRS links the person to its extensive network of employers through its Employer Account System.

VRS is a vast, coordinated network that creates a remarkable return on taxpayers' investment. For each dollar expended on a VRS consumer who becomes employed, \$19.52 is returned to the economy through employment.\* And for Alabamians with disabilities, VRS represents much more than a monetary return. Employment means pride, dignity and independence — being empowered to achieve one's maximum potential.

\*Source: U.S. Department of Education, Rehabilitation Services Administration

## VRS SPECIALTY PROGRAMS

**Transition Service:** Helps high school students with disabilities to prepare for post-secondary education, employment and community living through employment training and support services.

**Supported Employment:** Assists Alabamians with the most significant disabilities, offering intensive on-site job training and support services including job coaches.

**Traumatic Brain Injury (TBI) Care Coordination:** Assists persons with TBI and their families in preparing for the return to the community and assists with appropriate vocational rehabilitation services in preparation to enter or return to school or the workplace.

**Blind and Deaf Services:** Rehabilitation teaching provides instruction

in the use of adaptive techniques and equipment for people who are visually impaired; orientation and mobility specialists provide instruction in the use of compensatory skills and adaptive devices to enable people with visual impairments to travel independently; interpreters are available to assist those with hearing impairments in their job searches.

**Business Enterprise Program (BEP):** Provides qualified blind individuals with job training and employment opportunities through the management and operation of snack bars, vending facilities, gift shops and cafeterias.

**OASIS (Older Alabamians System of Information and Services):** Assists Alabamians 55 and older with vision problems in living more independently in their homes and communities.

# VRS PROGRAM HIGHLIGHTS

- Provided services to 43,577 Alabamians, with services including rehabilitation, education and employment-related services
- Assisted a record 7,699 Alabamians with disabilities in becoming successfully employed
- Return on investment: for each \$1 expended on successfully rehabilitating a consumer, \$19.52 is returned to the economy through his or her employment\*
- Expanded a welfare-to-work employment program for hard-to-serve TANF recipients with disabilities from 33 to 45 counties (with Department of Human Resources and Alabama Department of Economic and Community Affairs)
- Implemented the Alabama Head and Spinal Cord Registry for survivors of spinal cord and traumatic brain injury in Alabama (with the Alabama Department of Public Health, the Alabama Head Injury Foundation and the UAB Center for Injury Sciences)
- Served more than 14,000 Alabama students with disabilities in transition from school to work
- Continued to serve 75 school systems (\$1.3 million funded by ADRS, \$1.2 million funded by local school systems)
- Educated teachers, career tech and vocational/tech school professionals on means and methods of helping students with disabilities prepare for the labor market
- Provided 5,149 disability management and employee placement services to Alabama businesses
- Upgraded the statewide VRS Internet Job Bank and Applicant Pool for people with disabilities, electronically linking Alabama employers and people with disabilities
- Expanded commitment to One-Stop Career centers through increased staff and resources to provide disability services and expertise to consumers with disabilities, employers and other agencies
- Provided rehabilitation technology assistance to students and teachers, consumers applying for jobs, and to employers for their employees with disabilities
- Continued cost-saving efforts to recycle rehabilitation equipment and technology
- Upgraded case management software which provides electronic linkage through the Internet and to other agencies, expanding employment opportunities for people with disabilities and reducing the need for extensive clerical support

## VRS SERVICES

- Vocational evaluation and counseling
- Job training
- Medical and psychiatric referral
- Assistive technology/equipment
- Orientation and mobility training
- Interpreter services
- Job placement
- Post-employment assistance
- Employment and disability services for businesses

*\*Source: U.S. Department of Education, Rehabilitation Services Administration*

## Blind and Deaf Services

The Blind/Deaf section provides assistance to Alabamians through its Blind Services, Deaf Services and OASIS (Older Alabamians System of Information and Services) programs. In fiscal year 2002, counselors guided 1,199 individuals with significant visual and hearing impairments into employment. This section also:

- Provided instruction and services in functional independent living skills to 1,593 citizens of Alabama who are blind or visually impaired to allow them to pursue employment or function independently

- Provided instruction and services to 1,097 senior citizens who have age-related blindness to assist them in maintaining or gaining independent living skills to allow them to remain in their own homes

- Taught 285 adults and older adults how to maneuver independently using a white cane

- Assisted in organizing 16 consumer support groups, thus assisting consumers in adjusting to their vision loss through interaction with other older adults who also are experiencing vision loss

- Partnered with University of Alabama Birmingham and the Alabama Institute for Deaf and Blind to provide a summer personal planning workshop for Helen Keller School students who are deaf-blind with significant multiple disabilities

- Provided funding for the Alabama Eye Injury Registry
- Collaborated with Workforce Investment staff to ensure accessibility of persons who are blind and visually impaired to One-Stop Career Centers throughout the state

- Sponsored a Transition Weekend workshop for college-bound students who are visually impaired and their parents

- Developed and helped to present six Law Enforcement and Disability (LEAD) programs to local and state law enforcement agencies, including Department of Public Safety personnel

- Sponsored and expanded the Alabama Radio Reading Service for the visually impaired

- Partnered with the Department of Veterans Affairs to provide services to Alabama's veterans who are visually impaired

- Implemented a strategic plan for services to children and adults who are deaf, hard of hearing or became deaf late in life

- Provided interpreter services to approximately 1,698 individuals



als who are deaf or hard of hearing through approximately 3,605 interpreter assignments

- Collaborated with the ADRS-operated Lakeshore Rehabilitation Facility to establish a program to identify individuals who are deaf and hard-of-hearing and have a learning disability or cognitive disorder

- Received Workforce Investment in School work grant to develop leadership and employment skills for deaf and hearing impaired youth to transition to independence and employment

- Implemented an American Sign Language evaluation, feedback and training to all ADRS staff who work with consumers who are deaf

## Business Enterprise Program

The Business Enterprise Program (BEP) provides qualified blind individuals with job training and employment opportunities through the management and operation of small businesses that provide independence through self-employment.

The program provides employment for 136 blind vendors and licensees in snack bars, cafeterias, vending machine facilities and routes, washeterias, a gift shop and three military dining hall operations. Alabama's BEP operates 102 vending facilities, more than any program in the U.S.

Alabama's blind vendors also employ 445 other Alabamians, including visually impaired individuals. In FY 2001, BEP's gross sales hit \$16,324,631, an increase of \$438,906 over FY 2000. Sales in FY 2002 are projected to reach \$17,580,266 with vendor earnings topping \$4 million.

Other program highlights:

- Projections indicate the average annual earnings for Alabama's BEP vendors will increase for the sixth consecutive year. Since FY 1996, individual annual earnings have risen from \$22,175 to \$29,330, a nearly 33 percent increase. Projected income for FY 2002 may exceed \$30,000 for the first time in the program's history.

- Compared with per capita by state, Alabama's BEP managed the second highest number of facilities in the U.S.

- Alabama's BEP is one of the few programs in the nation serving prisons, operating 22 vending businesses in Department of Corrections locations.

- Contracts for both the Redstone Arsenal Dining Hall located in Huntsville and the Alabama National Guard Dining Hall located in Anniston were extended for an option year.

- The newly developed curriculum for the BEP training facility at Alabama Institute for Deaf and Blind was certified by the Alabama State Department of Education.

## Employer Development

Partnerships with employers continue to be a vital part of the successful employment outcomes for Vocational Rehabilitation Service (VRS) and its consumers. These “employer accounts” are developed and serviced by the VRS employer development coordinators (EDCs) who are strategically located throughout the state in order to rapidly respond to employer needs with:

- recruiting assistance
- technical assistance and resource linkage on disability concerns and issues
- integrated disability management services through the RAVE (Retaining A Valued Employee) program
- electronic recruiting and job posting system entitled the Employment Management System
- financial incentives assistance for accommodation and accessibility
- training and one-on-one consulting in employee accommodation dialogue, resource identification and solutions; disability awareness and etiquette; interviewing tips; and identifying essential job functions

In FY 2002, this program had 1,499 active employer accounts, receiving 5,149 total services. Other program accomplishments in FY 2002 include:

- Expansion of RAVE Program: Staff skills were upgraded through customized disability management training, along with a retooling of the VRS system to better respond to employers who want to retain valued workers whose jobs are affected by illness, injury, or disability. More than 50 companies were assisted.
- Leveraging of local and regional employer accounts: Maximized the success of established partnerships with employers who

have a statewide or regional presence by replicating that partnership from one city or state to the next through state and regional account databases and personal contacts between account representatives.

- Re-design of marketing materials and training: Capitalized on newly developed CD's and videos with customized marketing to targeted employers in the service industry, urban/small businesses, manufacturing and the “customer service” industry.
- Application of results from regional marketing survey of employers: The findings have been used to better acquaint staff with employer issues and profiles prior to contact.
- Electronic recruiting upgraded by Business Leadership

Network (BLN):

Using grant money, major Alabama employers worked closely with VRS leadership to redesign the existing applicant pool and job bank to be more employer friendly and linked to the newly developed BLN website.

- A number of state agencies throughout the U.S. have begun to use all or portions of this type of employment program and partnerships with employers.
- Enhanced linkage to state employment service: Local EDCs are now permitted unrestricted access to view and refer VRS consumers to all jobs posted at the employment service.



## Alabama Governor's Committee on Employment of People With Disabilities

The Alabama Governor's Committee on Employment of People with Disabilities (Governor's Committee) works in conjunction with Vocational Rehabilitation Service staff to enhance the public's awareness of the abilities of people with disabilities. Special programs and events demonstrate this strong partnership by providing information about advantages of hiring people with disabilities.

• As part of National Disabilities Employment Awareness Month in October, the Governor's Committee and local affiliated committees sponsored 18 celebrations. At these events, 69 individuals with disabilities were recognized for outstanding performance on the job, and 203 businesses were honored for consistently including people with disabilities as a part of their diverse workforce.

- Fiscal year 2002 was the second year of a three-year grant

from the Alabama Council for Developmental Disabilities to establish the Business Leadership Network (BLN). This program is an employer-led endeavor that promotes best disability employment practices and enhances employment opportunities for skilled candidates who have disabilities.

• The Governor's Committee joined ADRS and Troy State University in conducting the 4th Alabama Governor's Youth Leadership Forum for Students With Disabilities. Thirty-seven student delegates were selected to participate in the five-day forum on the TSU campus in June. Student delegates had an opportunity to meet many successful Alabamians with disabilities who are recognized as leaders and role models. In addition, delegates developed their own personal leadership and career plans.

## Transition Service

ADRS transition from school-to-work services help to ensure that Alabama's students with disabilities leave school as independent, productive and contributing members of their communities. During FY 2002, ADRS continued to expand and improve collaborative interagency transition programs. Transition students continued to make up more than one-third of all individuals served and placed into employment by ADRS counselors.

The transition program also continued to strengthen the Jointly Funded Job Coach program with more than 75 local school systems across the state. This \$2.5 million program is designed to place students with disabilities who are in their final year of school into competitive jobs in their local communities before they leave high school. The program is cooperatively managed by local Vocational Rehabilitation Service and school system staff and during FY 2002 provided services to more than 2,000 students through 80 full-time job coaches. In addition, students, parents, rehabilitation counselors, local school special and regular education staff, and the job coaches work together to plan for students' successful and smooth transition to adult life and work.

In FY 2002, ADRS also continued efforts to develop and

improve transition partnerships, programs and service models to meet the needs of students with more significant disabilities and barriers to employment and community living. Some of these new and developing partnerships include:

- Implementation of the LIFE Project for students who are deaf, funded through an Alabama Workforce Investment Act Grant. This grant funds job coaches to work in schools with deaf students. Several activities are also funded as part of this grant, including Leadership and Transition Workshops for identified students. Grant components are developed in collaboration with the Alabama Institute for Deaf and Blind, Jacksonville State University, and the Janice Capilouto Center for the Deaf-Easter Seal.

- Collaboration with the Montgomery County Board of Education, Department of Special Education, to develop a model program for students with moderate to significant disabilities.

- Continuation of specialized services for students with specific learning disabilities and/or attention deficit disorders. These services include diagnostic/vocational evaluation in three sites around the state; a college prep program to ease transition to postsecondary education in four sites, and an employability program available in three locations. These services have been recognized as national models.

## Traumatic Brain Injury Care Coordination

Cutting across all physical, socioeconomic, and cultural lines, Traumatic Brain Injury (TBI) has lifelong, far-reaching effects for individuals, their families and their environment.

The Alabama Department of Rehabilitation Services (ADRS) has been working in this arena for the past 20 years and collaborates with numerous partners, including the Alabama Head Injury Foundation (AHIF), the Alabama Department of Public Health (ADPH), and the University of Alabama at Birmingham (UAB) to achieve this goal.



The quality of life for many Alabamians affected by TBI and/or spinal cord injury has been improved through services funded by the Impaired Drivers Trust Fund (IDTF) and ADRS. ADRS is proud to have been designated the lead agency in Alabama for TBI. To many, TBI is a relatively new disability field, but ADRS and its partners have been at the forefront for service and information delivery in this area.

As the lead agency in TBI, ADRS serves as a source of information, education and resources for survivors, professionals, agencies and organizations. Through this special initiative, more than 1,900 individuals with TBI have been assisted in FY 2002 with community re-integration, service linkage, housing, respite care, independent living services, resource coordination, attendant care, medical supplies, assistive equipment, cognitive, recreational, and vocational rehabilitation, and for many, ultimately, employment.



# Statewide Technology Access and Response (STAR) System

STAR (Statewide Technology Access and Response System for Alabamians with Disabilities) is Alabama's technology-related assistance project.

In FY 2002, TechNet, STAR's grass roots organization comprised entirely of consumers, directly provided advocacy and/or technical information assistance to approximately 2,600 consumers and 700 professionals. The year's focus was the coordination of technology expositions across the state. Because of their success, the expos will remain TechNet's focus for the duration of the STAR project.

By increasing collaboration, in FY 2002 the STAR Recycling Center was able to document an increase in the number of loaned devices. This program's effectiveness challenged STAR to devise a plan that would not only ensure the center's longevity, but also expand and increase it statewide. In addition to the recycling

centers already operating in Mobile and Anniston, a third has opened in Huntsville. The location of this site is vital to comprehensive statewide coverage.

The Ability Loan Program continued in 2002 to focus on the lack of adequate funding for assistive technology. Increased participation by SouthTrust Bank created additional intake advocates and steady growth in loans. Since its inception, the ability loan program has lent more than \$400,000 for the purchase of assistive technology.

Training and technical assistance have proven to be a viable tool in maximizing consumer and professional empowerment. The Enhancing Technology Awareness and Attitudes Program (for schools) has validated the need for early and continual education about disability-related issues. Approximately 7,000 students, teachers and administrators across the state (kindergarten through eighth grade) have benefited from this hands-on training program.

## Supported Employment

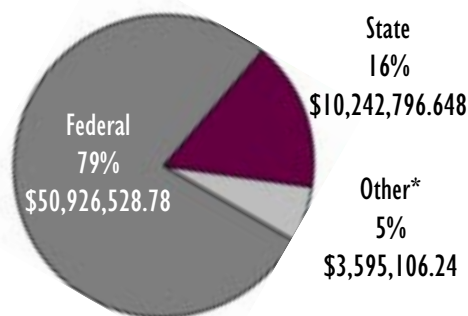
In an effort to assist individuals with the most-severe disabilities in becoming employed, supported employment provides community-based assessments, job-site training and support services to ensure quality job performance and stability. These services are funded through a milestones (fee-for-service payment) system. Supported employment specialists go to the job site and teach the required job tasks and also arrange continued

support services for the worker throughout his or her working life to ensure long-term job stability.

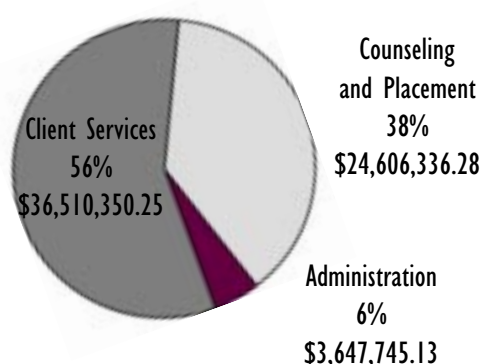
In FY 2002, supported employment services were provided to 1,411 individuals through 27 agencies across the state. Of this number, 230 individuals became successfully employed, averaging a 23-hour workweek and earning an average wage of \$5.88 per hour.

## VRS BY THE NUMBERS

Source of Revenue: \$64,764,431.66



Use of Revenue: \$64,764,431.66



\*Social Security reimbursements

# Community Rehabilitation Programs

The community rehabilitation program network of mostly private, nonprofit organizations has been assisting ADRS rehabilitation counselors for more than 40 years in providing important services to consumers.

Lakeshore Rehabilitation Facility in Birmingham, the community rehabilitation program operated by ADRS, assists people with severe or significant disabilities in pursuing their dreams — whether they lead them to college and the workplace or straight into employment. Programs are tailored to specifically meet the goals of the individual. Consumers can participate in a comprehensive vocational assessment, which assists in identifying vocational skills, abilities and career goals. Additional individualized and group training is offered for college-bound consumers (college preparation). Job placement is coordinated by an employment specialist who focuses on matching the consumer to a job using information gathered about the consumer.

In fiscal year 2002, Lakeshore Rehabilitation Facility:

- Served 1,031 VRS consumers and provided 1,258 programs
- Continued development of a specialized assessment program for individuals with specific learning disabilities who are deaf
- Enhanced college preparation services by implementing a session of LD/Deaf College Prep in addition to offering a holiday college prep mini-session and a spring break mini-session
- Increased the number served in individualized college prep services
- Increased the number of individuals served in employability development

- Participated in an intra-agency collaboration between VRS and CRS implementing the Teen Transition Clinic

In Tuscaloosa, Easter Seals West Alabama has been a valuable partner with the Alabama Department of Rehabilitation Services (ADRS) for more than 30 years, providing vocational programs and outpatient rehabilitation services. Easter Seals West Alabama continues to create solutions and change the lives of the citizens of west Alabama by seeking innovative programs and additional resources.

Chosen as the 2002 Facility of the Year by The Alabama Association of Rehabilitation Facilities, Easter Seals West Alabama recently partnered with the Alabama Department of Economic and Community Affairs and the Alabama Department of Human Resources to expand services to welfare recipients with a focus on non-custodial parents and child support systems. A grant from the U.S. Department of Transportation, in partnership with ADRS, has created a network of transportation providers. More than 25,000 trips for 350 individuals with disabilities have helped remove the transportation barrier. This unique program combines federal, state and local funding to expand access to employment.

Additional program outcomes include:

- Vocational services for 754 individuals, helping 263 return to work
- Pre-school readiness through speech/language therapy for more than 200 children
- Restored health to more than 800 individuals through physical/occupational therapy
- Representative payee for more than 100 Social Security recipients

## ADRS NETWORK OF COMMUNITY REHABILITATION PROGRAMS

### ANNISTON

Opportunity Center-Easter Seals

### BIRMINGHAM

Easter Seals of the Birmingham Area  
Goodwill Industries of Alabama  
Lakeshore Rehabilitation Center  
Workshops, Inc.

### DECATUR

Tennessee Valley Rehabilitation  
Center

### DOTHAN

Wiregrass Rehabilitation Center

### GADSDEN

E.L. Darden Rehabilitation Foundation, Inc.

### HUNTSVILLE

Huntsville Rehabilitation Center, a division of the  
Huntsville Rehabilitation Foundation

### MOBILE

Goodwill Industries Easter Seals of the Gulf Coast  
Mobile Association for the Blind

### MONTGOMERY

Easter Seals Central Alabama  
Elks Memorial Center  
Goodwill Industries of Central Alabama  
Janice Capilouto Center for the Deaf, Easter Seals

### MARC

### MUSCLE SHOALS

Easter Seals Rehabilitation Center, Northwest Alabama

### OPELIKA

Achievement Center-Easter Seals

### PRATTVILLE

Smith Center

### SELMA

West Central Alabama Easter Seals  
Rehabilitation Center

### TALLADEGA

E.H. Gentry Technical Facility

### THOMASVILLE

Thomasville Mental Health Rehabilitation  
Center

### TUSCALOOSA

Easter Seals West Alabama

# VRS OFFICE LOCATIONS

## STATE OFFICE

2129 E. South Blvd., Montgomery 36116-2455  
334-281-8780, 1-800-441-7607, TTY: 1-800-499-1816  
334-281-1973 (fax)  
www.rehab.state.al.us

## ANDALUSIA

580 West Bypass, 36420  
334-222-4114, 1-800-671-6833  
334-427-1216 (fax)  
Counties: Butler, Coffee, Conecuh, Covington, Crenshaw, Pike

## ANNISTON

1105 Woodstock Ave., 36207  
256-238-9300, 1-800-671-6834  
256-231-4852 (fax)  
Counties: Calhoun, Cleburne, Randolph

## BESSEMER

Bessemer State Technical College  
P.O. Box 308, Highway 11 S, 35021-0308  
205-426-1294  
County: Jefferson

## BIRMINGHAM

Lakeshore Rehabilitation Facility  
P.O. Box 59127, 3830 Ridgeway Drive  
35259-9127  
205-870-5999, 1-800-441-7609  
205-879-2685 (fax)  
Statewide

## HOMEWOOD (Birmingham)

P.O. Box 19888, 236 Goodwin Crest Drive  
35219-0888  
205-290-4400, 1-800-671-6837  
205-290-0486 (fax)  
Counties: Blount, Chilton, Jefferson, Shelby

## COLUMBIANA

Community Services Building  
P.O. Box 856, 35051-0856  
205-669-3829, 205-669-0605 (fax)  
County: Shelby

## DECATUR

621 Cherry St., NE  
P.O. Box 1686, 35601  
256-353-2754, 1-800-671-6838  
256-351-2476 (fax)  
Counties: Cullman, Lawrence, Limestone, Morgan

## DOTHAN

795 Ross Clark Circle, NE, 36303  
334-792-0022, 1-800-275-0132  
334-792-1783 (fax)  
Counties: Barbour, Dale, Geneva, Henry, Houston

## GADSDEN

1100 George Wallace Drive, 35903-6501  
256-547-6974, 1-800-671-6839  
256-543-1784 (fax)  
Counties: Cherokee, DeKalb, Etowah, Marshall, St. Clair

## HUNTSVILLE

2939 Johnson Road, SW, 35805-5844  
256-650-8219, 1-800-671-6840  
256-650-8250 (fax)  
Counties: Jackson, Madison

## JACKSON

1401 Forest Ave., P.O. Box 1005, 36545  
251-246-5708, 1-800-671-6836  
251-246-5224 (fax)  
Counties: Choctaw, Clarke, Monroe, Washington

## JASPER

301 N. Walston Bridge Road  
Suite 116, 35504  
205-221-7840, 1-800-671-6841  
205-221-1062 (fax)  
Counties: Marion, Walker, Winston

## MOBILE

2419 Gordon Smith Drive, 36617-2395  
251-479-8611, 1-800-671-6842  
251-478-2197 (fax)  
Counties: Baldwin, Choctaw, Clarke, Escambia, Mobile, Monroe, Washington

## MONTGOMERY

2127 E. South Blvd., 36116-2456  
334-288-0220, 1-800-441-7578  
334-281-1388 (fax)  
Counties: Autauga, Bullock, Elmore, Macon, Montgomery

## MUSCLE SHOALS

1450 E. Avalon Ave., 35661  
256-381-1110, 1-800-275-0166  
256-389-3149 (fax)  
Counties: Colbert, Franklin, Lauderdale

## OPELIKA

520 W. Thomason Circle, 36801  
334-749-1259, 1-800-671-6835  
334-749-8753 (fax)  
Counties: Chambers, Lee, Macon, Russell, Tallapoosa

## SCOTTSBORO

P. O. Box 296, 203 S. Market St., 35768-0296  
256-574-5813, 1-888-418-8823  
256-574-6033 (fax)  
County: Jackson

## SELMA

2906 Citizens Parkway, 36701  
334-872-8422, 1-888-761-5995  
334-877-3796 (fax)  
Counties: Dallas, Lowndes, Wilcox

## TALLADEGA

#4 Medical Office Park, 35160  
256-362-1300, 1-800-441-7592  
256-362-6387 (fax)  
Counties: Clay, Coosa, Randolph, St. Clair, Talladega

## THOMASVILLE

Thomasville Rehabilitation Center  
P.O. Box 1006, Adams Building,  
Bashi Road, 36784-1006  
334-636-5421, 1-800-335-3237  
334-636-4618 (fax)  
Counties: Choctaw, Clarke, Monroe, Washington

## TROY

518 S. Brundidge St., 36081  
334-566-2491, 1-800-441-7608  
334-566-9415 (fax)  
Counties: Barbour, Bullock, Butler, Crenshaw, Pike

## TUSCALOOSA

1305 37th St., E, P.O. Drawer 1610, 35405  
205-554-1300, 1-800-331-5562  
205-554-1369 (fax)  
Counties: Bibb, Fayette, Greene, Hale, Lamar, Marengo, Marion, Perry, Pickens, Sumter, Tuscaloosa, Walker, Winston

# State of Alabama Independent Living (SAIL) Service

The SAIL (State of Alabama Independent Living) Service provides specialized in-home education and counseling, attendant care, training and medical services to Alabamians with severe disabilities. The SAIL program has seven community-based offices located throughout the state to serve residents in all 67 counties.

SAIL ensures the consumer can live as independently as possible at home and in the community through three specialized programs.

## Homebound Services

This program provides a wide range of education and home-based services to assist people with severe disabilities in leading more independent lives. To be eligible for this program, a person must:

- be an Alabama resident
- be at least 16 years old
- have a medical diagnosis of traumatic brain injury or quadriplegia
- be dependent on others for assistance with activities of daily living
- demonstrate financial need

## Independent Living Support Services

The goal of this program is to enhance and promote independence in the home, community and workplace. To be eligible a person must:

- have a severe disability that limits his or her ability to live independently
- provide evidence that by receiving this service, his or her potential to achieve independence will improve

## Waiver Services

This special Medicaid Waiver allows SAIL to maximize its resources and access additional programs and services for the individuals served. To be eligible for services through the waiver, a person must:

- be at least 18 years old
- be medically and financially eligible for a nursing home
- have experienced the onset of the disability prior to age 60
- have a disability as a result of reasons other than aging

## SAIL SERVICES



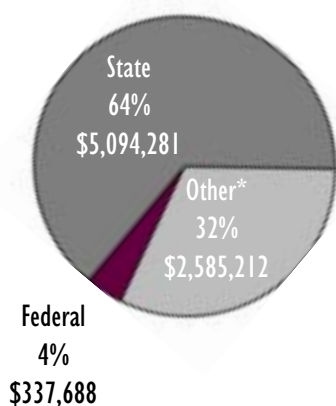
- Attendant care
- Patient and family education
- Counseling and guidance
- Nursing management
- Home modifications
- Disability-related prescriptions
- Disability-related medical supplies
- Peer counseling
- Training in activities for daily living
- Information and referral

# SAIL PROGRAM HIGHLIGHTS

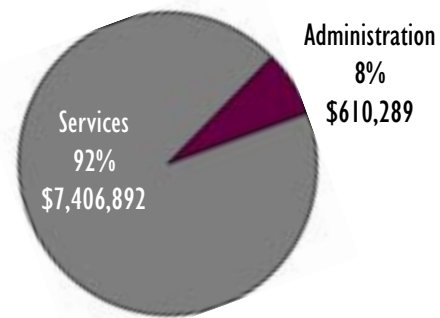
- The SAIL program assisted more than 1,500 Alabamians with the severest disabilities in remaining in their homes and communities rather than in nursing homes or other institutions.
  - 664 consumers with severe disabilities in the Homebound Program
  - 536 consumers with severe disabilities in the Independent Living Service
  - 496 consumers with severe disabilities in the Medicaid Waiver Program
- Seven SAIL teams located statewide and serving all 67 counties provided services to consumers and families. SAIL teams of registered nurses, rehabilitation counselors and independent living specialists provide individualized services and training to SAIL consumers and their families about the unique problems and needs presented by each differing disability. SAIL teams also teach activities of daily living, health, safety and nutrition as well as the use of assistive technology. In addition, SAIL teams educate SAIL consumers and their families about self-advocacy, empowering them to access services.
- SAIL and the Alabama Medicaid Agency began implementing a proposal under the Ticket to Work and Work Incentive Improvement Act (TWWIIA) to use Infrastructure Grant Funds to pay for a pilot program for Personal Assistance Service (PAS), as an additional waiver service. This program allows SAIL to provide services for working individuals who need personal assistance services outside the home in an employment setting. Three regional coordinators will serve the state.
- Alabama Medicaid Agency audits of SAIL Waiver service delivery resulted in positive reviews for each area office examined.
- The SAIL Independent Living Program utilized these resources: the Recycling Centers, donated goods and services, in-kind services, and community resources to serve consumers throughout the state.
- SAIL field staff continue to develop resources to supplement limited funding with donated goods and services in the amount of \$362,746.54.

## SAIL BY THE NUMBERS

Source of Revenue: \$8,017,181



Use of Revenue: \$8,017,181



\*Medicaid reimbursements



# SAIL OFFICE LOCATIONS

## STATE OFFICE

2129 E. South Blvd., Montgomery, 36116-2455  
334-281-8780, 1-800-441-7607, TTY: 1-800-499-1816  
334-613-3542 (fax)  
[www.rehab.state.al.us](http://www.rehab.state.al.us)

## ANNISTON

1105 Woodstock Ave., 36207  
256-238-9300, 1-800-671-6834  
256-231-4852 (fax)  
Counties: Calhoun, Cherokee, Clay, Cleburne, Coosa,  
DeKalb, Etowah, Marshall, Randolph, St. Clair, Talladega

## DECATUR

621 Cherry St., NE, 35601  
256-353-2754, 1-800-671-6838  
256-351-2476 (fax)  
Counties: Colbert, Cullman, Franklin, Jackson, Lauderdale,  
Lawrence, Limestone, Madison, Morgan

## DOTHAN

795 Ross Clark Circle, NE, 36303  
334-792-0022, 1-800-275-0132  
334-792-1783 (fax)  
Counties: Barbour, Butler, Coffee, Conecuh, Covington,  
Crenshaw, Dale, Geneva, Henry, Houston, Pike

## HOMEWOOD (Birmingham)

P.O. Box 19888  
236 Goodwin Crest Drive, 35219-0888  
205-290-4400, 1-800-671-6837  
205-945-8517 (fax)  
Counties: Blount, Chilton, Jefferson, Shelby

## MOBILE

2419 Gordon Smith Drive, 36617  
251-4779-8611, 1-888-388-3245  
251-478-2198 (fax)  
Counties: Baldwin, Choctaw, Clarke, Escambia, Mobile,  
Monroe, Washington

## MONTGOMERY

2127 E. South Blvd., 36116  
334-288-0220, 1-800-441-7578  
334-613-3455 (fax)  
Counties: Autauga, Bullock, Chambers, Dallas, Elmore, Lee,  
Lowndes, Macon, Montgomery, Russell, Tallapoosa, Wilcox

## TUSCALOOSA

1305 37th St., East, 35405  
205-554-1300  
1-800-441-7597, 1-800-331-5562  
205-554-1369 (fax)  
Counties: Bibb, Fayette, Greene, Hale, Lamar, Marengo, Marion,  
Perry, Pickens, Sumter, Tuscaloosa, Walker, Winston



# People Served

Counties	Vocational Rehabilitation Service		Children's Rehabilitation Service	SAIL Service	Early Intervention System	Fiscal 2002
	Served	Rehabilitated	Served	Served	Served	Total Served
AUTAUGA	381	78	225	14	56	676
BALDWIN	861	162	310	33	94	1,298
BARBOUR	214	26	83	25	25	347
BIBB	203	46	44	12	27	286
BLOUNT	315	75	99	17	35	466
BULLOCK	77	14	66	0	15	158
BUTLER	220	31	115	9	18	362
CALHOUN	1,439	245	461	48	67	2,015
CHAMBERS	429	73	124	8	22	583
CHEROKEE	332	49	121	15	11	479
CHILTON	273	46	151	19	20	463
CHOCTAW	151	24	55	6	22	234
CLARKE	350	53	161	12	22	545
CLAY	215	46	51	6	9	281
CLEBURNE	183	41	86	6	9	284
COFFEE	394	76	131	21	36	582
COLBERT	557	93	134	9	30	730
CONECUH	174	22	56	7	7	244
COOSA	115	20	38	1	7	161
COVINGTON	482	98	165	32	30	709
CRENSHAW	155	26	51	9	8	223
CULLMAN	620	134	183	18	72	893
DALE	336	54	136	17	31	520
DALLAS	324	78	274	10	84	692
DeKALB	593	137	198	31	40	862
ELMORE	596	98	293	17	45	951
ESCAMBIA	372	65	76	17	37	502
ETOWAH	1,377	224	518	41	54	1,990
FAYETTE	223	30	69	8	36	336
FRANKLIN	294	40	89	10	14	407
GENEVA	120	17	79	17	16	232
GREENE	60	8	38	10	21	129
HALE	179	32	48	3	54	284
HENRY	96	15	51	4	16	167

# People Served

	Vocational Rehabilitation Service		Children's Rehabilitation Service	SAIL Service	Early Intervention System	Fiscal 2002
Counties	Served	Rehabilitated	Served	Served	Served	Total Served
HOUSTON	853	154	284	36	89	1,262
JACKSON	703	127	126	14	30	873
JEFFERSON	7,499	1,317	1,319	224	549	9,591
LAMAR	181	29	49	9	29	268
LAUDERDALE	754	139	194	17	54	1,019
LAWRENCE	213	44	123	16	18	370
LEE	794	153	294	20	61	1,169
LIMESTONE	396	108	172	17	49	634
LOWNDES	127	20	136	4	20	287
MACON	192	30	104	2	23	321
MADISON	2,904	451	934	42	316	4,196
MARENGO	235	33	104	8	46	393
MARION	428	48	79	16	36	559
MARSHALL	848	138	264	25	54	1,191
MOBILE	3,359	687	1,643	175	317	5,494
MONROE	185	37	125	15	9	334
MONTGOMERY	2,124	393	1,254	74	229	3,681
MORGAN	922	242	318	24	108	1,372
PERRY	131	19	62	9	43	245
PICKENS	191	29	96	13	44	344
PIKE	283	55	156	16	45	500
RANDOLPH	219	49	58	11	21	309
RUSSELL	276	46	118	14	19	427
ST. CLAIR	546	82	128	23	53	750
SHELBY	1,112	128	232	26	129	1,499
SUMTER	125	22	44	6	42	217
TALLADEGA	937	195	284	34	62	1,317
TALLAPOOSA	420	66	104	13	16	553
TUSCALOOSA	2,298	385	496	59	277	3,130
WALKER	946	95	123	17	67	1,153
WASHINGTON	192	32	116	7	19	334
WILCOX	156	30	95	3	22	276
WINSTON	318	40	52	11	29	410
TOTALS	43,577	7,699	14,465	1,512	4,015	63,569

# Purchased Services

	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL Service	Fiscal 2002
Counties	Expenditures	Expenditures	Expenditures	Total Expenditures
AUTAUGA	\$ 356,332.62	\$ 155,894.00	\$ 53,388.26	\$ 565,614.88
BALDWIN	694,106.63	169,450.73	151,330.75	1,014,888.11
BARBOUR	100,959.65	47,314.28	37,875.49	186,149.42
BIBB	242,733.01	23,070.15	42,375.83	308,178.99
BLOUNT	339,183.58	52,699.11	59,506.99	451,389.68
BULLOCK	29,160.72	101,729.06	0	130,889.78
BUTLER	214,719.25	36,858.38	28,487.64	280,065.27
CALHOUN	1,512,120.30	201,165.66	113,443.59	1,826,729.55
CHAMBERS	264,785.45	52,338.72	25,973.49	343,097.66
CHEROKEE	121,088.22	52,087.50	52,139.10	225,314.82
CHILTON	175,149.47	43,198.48	46,530.93	264,878.88
CHOCTAW	31,962.44	9,160.87	27,650.34	68,773.65
CLARKE	228,183.27	43,059.24	94,882.42	366,124.93
CLAY	84,084.95	16,824.51	13,081.88	113,991.34
CLEBURNE	197,092.69	29,844.27	8,260.39	235,197.35
COFFEE	210,741.12	57,543.32	44,529.83	312,814.27
COLBERT	305,509.83	201,664.58	18,144.13	525,318.54
CONECUH	98,222.71	15,309.41	30,634.04	144,166.16
COOSA	24,326.39	5,734.78	0	30,061.17
COVINGTON	341,234.71	84,399.79	95,428.18	521,062.68
CRENSHAW	153,432.46	8,859.96	25,117.88	187,410.30
CULLMAN	451,444.00	415,081.22	25,899.54	892,424.76
DALE	170,579.28	78,519.66	49,848.79	298,947.73
DALLAS	400,004.08	75,738.04	24,250.75	499,992.87
DeKALB	300,992.11	165,854.49	72,877.30	539,723.90
ELMORE	415,248.30	102,075.29	88,991.46	606,315.05
ESCAMBIA	103,536.67	24,697.98	44,427.67	172,662.32
ETOWAH	826,124.19	153,077.62	99,203.68	1,078,405.49
FAYETTE	257,756.09	29,434.43	25,805.62	312,996.14
FRANKLIN	171,732.85	49,871.44	27,784.52	249,388.81
GENEVA	59,867.62	35,303.87	47,413.59	142,585.08
GREENE	74,666.29	14,326.86	15,067.24	104,060.39
HALE	156,079.02	21,716.09	580.59	178,375.70
HENRY	59,111.76	34,648.12	21,959.77	115,719.65

# Purchased Services

	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL Service	Fiscal 2002
Counties	Expenditures	Expenditures	Expenditures	Total Expenditures
HOUSTON	\$ 481,460.24	158,485.10	\$ 82,260.98	\$ 722,206.32
JACKSON	339,993.03	69,121.88	38,649.84	447,764.75
JEFFERSON	5,334,540.96	1,611,006.17	734,762.95	7,680,310.08
LAMAR	140,472.64	31,901.76	34,567.58	206,941.98
LAUDERDALE	506,153.82	112,111.83	61,445.46	679,711.11
LAWRENCE	138,894.27	129,320.10	42,061.09	310,275.46
LEE	664,845.60	374,925.32	78,526.26	1,118,297.18
LIMESTONE	271,183.25	92,877.55	56,461.13	420,521.93
LOWNDES	161,712.59	33,004.38	13,594.45	208,311.42
MACON	204,862.00	69,127.62	14,724.74	288,714.36
MADISON	1,739,827.14	547,756.93	122,712.92	2,410,296.99
MARENGO	204,560.01	23,966.34	18,821.25	247,347.60
MARION	294,106.61	63,439.06	59,415.19	416,960.86
MARSHALL	442,669.97	228,907.74	63,320.05	734,898.21
MOBILE	2,169,914.03	704,905.28	659,952.63	3,534,771.94
MONROE	121,737.34	48,913.45	47,866.35	218,517.14
MONTGOMERY	2,661,397.11	472,237.91	254,191.30	3,387,826.32
MORGAN	552,261.76	163,878.06	116,584.02	832,723.84
PERRY	101,134.62	14,146.87	15,903.35	131,184.84
PICKENS	101,423.59	45,204.26	61,574.45	208,202.30
PIKE	265,587.75	38,552.92	46,041.81	350,182.48
RANDOLPH	136,855.46	14,731.34	51,429.86	203,016.66
RUSSELL	250,603.54	39,047.98	57,830.03	347,481.55
ST. CLAIR	290,307.04	139,890.14	57,848.97	488,046.15
SHELBY	488,165.96	146,318.05	59,870.98	694,354.99
SUMTER	44,609.50	21,819.01	5,186.37	71,614.88
TALLADEGA	508,868.10	112,069.65	110,817.91	731,755.66
TALLAPOOSA	358,557.62	48,660.31	44,269.08	451,487.01
TUSCALOOSA	2,033,846.25	203,206.10	171,654.50	2,408,706.85
WALKER	699,370.47	62,729.87	49,952.77	812,053.11
WASHINGTON	86,424.64	49,081.85	72,380.56	207,887.05
WILCOX	136,506.39	28,187.36	2,592.73	167,286.48
WINSTON	168,661.28	39,674.99	20,061.23	228,397.50
TOTALS	\$31,273,786.31	\$8,547,759.09	\$4,840,224.92	\$44,661,770.32



# FISCAL YEAR 2002 GRANTS

Because we value maximum acquisition and efficient and effective management of resources, the Alabama Department of Rehabilitation Services continues to seek funding from state and federal sources to enable Alabama's children and adults with disabilities to achieve their maximum potential. The following are grant highlights from fiscal 2002.

## Workforce Investment

In January 2001, the Alabama Department of Rehabilitation Services was awarded an \$87,178.44 grant from the Youth Council of the Alabama Workforce Investment Board through the Alabama Department of Economic and Community Affairs. The purpose of the grant was to implement two initiatives: the Alabama Governor's Youth Leadership Forum (YLF) and the Transition Weekend Program. The mission of these programs was to develop independence, self-advocacy, leadership, and career/employment skills in all students with disabilities participating in the two programs. This grant was renewed and carried out during summer 2002 on the campus of the Troy State University.

The Youth Leadership Forum is an innovative, intensive five-day residential career leadership-training program for high school students with disabilities. Program activities focused on career planning, leadership development, community resources, technology resources, and information on disability history. The YLF encouraged each student participant to reach his or her full potential. Each student participant developed a personal career and leadership plan to be implemented when the participant returned to his/her home community.

The Transition Weekend program is a highly structured, though casual, weekend program designed to assist students who are blind or significantly visually impaired, and their families, in planning for the students' future independence and career. Participants received information about programs, technology and services specifically designed for adults who are blind or visually impaired as well as other appropriate community support services and resources available. Students and their families also received information about adult vocational rehabilitation services for individuals who are blind or visually impaired and resources and services available through the Alabama Career Center System. Facilitated assessment and individual planning activities resulted in each student developing a personal career choice and career and independence action plan to be linked, as appropriate, to each student's school Individualized Educational Plan and vocational rehabilitation Individual Plan for Employment in their home communities. Planning for post-secondary education and life-long learning also resulted.

## Learning to Impact our Future Experiences (LIFE Project)

The Alabama Department of Rehabilitation Services applied for and received a grant from the Alabama Department of Economic and Community Affairs to provide transition services to deaf and hard-of-hearing youths. The purpose of this initiative is to develop and

implement a collaborative leadership and career development program for eligible 14- to 21-year-old high school students who are deaf or hard of hearing, living within the Alabama Workforce Investment Area. This initiative is a collaborative effort between the Alabama Department of Rehabilitation Services and E.H. Gentry Technical Facility, Alabama Institute for Deaf and Blind, Jacksonville State University, and the Janice Capilouto Center for the Deaf-Easter Seals. The program consists of four components: transition to independence and employment (job readiness training and work experience), transition weekend for students who are deaf or hard of hearing and their parents, leadership workshops, and a mentoring program. Approximately 150 students will be served through this initiative with a goal of identifying and providing all deaf and hard-of-hearing students in Alabama with an opportunity to gain work experience and to access the support needed to ensure academic and employment success. As part of this initiative, ADRS has also established a Transition Committee made up of stakeholders involved in transition services for students who are deaf or hard of hearing.

## Grant for Welfare-To-Work Program

FY 2002 was an excellent year for the Welfare-To-Work (WTW) Program. The program was fully staffed with 15 counselors.

A \$1.5 million extension to the main WTW program was received to provide services through Sept. 30, 2003. ADRS also received a \$200,000 grant with the Jefferson Workforce Investment Board to provide services to TANF (Temporary Aid for Needy Families) recipients and noncustodial parents. This grant is for the period Aug. 1, 2002, through June 30, 2003.

## Integrated Genetic Services Grant

ADRS received a one-year, no-cost extension on its three-year grant from the Maternal and Child Health Bureau to prove the integration of health services for infants and young children with spina bifida, cleft lip and palate, and other serious genetic conditions. The grant award of \$175,000 funds a genetics demonstration project for Mobile, Baldwin and Washington counties to improve early identification of these genetic conditions at birth and prior to birth. The purpose of early identification is to ensure timely referral to a coordinated system of health and related services to improve health outcomes for these children. The project is exploring the use of enhanced information systems to coordinate care between agencies. A nurse in the Mobile Children's Rehabilitation office served as care coordinator for up to 30 children in conjunction with the grant, educating families about the long-term implications of the conditions and the importance of following physicians' recommendations. Data are now being analyzed regarding the effectiveness of the care-coordinated services.

## In-Service Training

This \$159,744 grant from the Rehabilitation Service Administration plus \$15,974 in state matching monies enabled the department

# FISCAL YEAR 2002 GRANTS

to provide prescriptive professional development and training opportunities to staff members. Staff training is linked to specific job tasks that enhance employee job performance in providing services to people with disabilities.

This year is the second in a five-year grant funding cycle. Beginning in October 2000, the grant included additional funding of \$69,345 specifically for the purpose of establishing a video conference system for the department. ADRS is the first department in Alabama's state government to have this specific ability to link all of the department's offices statewide. During this first year, 10 conference rooms were equipped with cameras and monitors as well as 14 office cameras. The initial funding year also provided necessary funds for enhancing the department's computer network and infrastructure capabilities making it possible for the audio/visual technology to work without compromising the flow of data necessary for our case management and financial systems. During FY 2002, 21 desktop cameras were added to the network's system as well as enhanced cables and software to accommodate additional cameras and users. Technology was also purchased that will allow our system to become integrated with colleges, universities and other agencies nationally and internationally.

The funding for the video conference system is for the purpose of providing training to staff, connecting offices around the state for conference and meeting purposes, and to allow the opportunity for distance education, linking college and university programs to staff attending post-graduate programs. This funding level will continue for the entire five years of the grant's funding cycle.

## Hemophilia

Children's Rehabilitation Service (CRS) receives a grant from Hemophilia of Georgia. The total amount of the grant monies, funded by the Maternal and Child Health Bureau, is \$28,700.

The Alabama Hemophilia Program (AHP), administered through CRS, uses funding from this grant in providing comprehensive, culturally sensitive, family-centered care and services to Alabama residents with bleeding disorders. Special efforts are made to include traditionally underserved populations, such as persons living in rural areas, minorities, women and adolescents. Additionally, funding is used in efforts to provide outreach and education to people with bleeding disorders, medical providers, school personnel, and other community-based agencies.

## Independent Living/Project OASIS

The Older Alabamians System of Information and Services (OASIS) was awarded \$367,133 in Title VII Chapter 2 formula funds for FY 2002. The Alabama Department of Rehabilitation Services provided \$40,793 to expand services to older adults with visual problems. These funds enabled the program to serve 1,097 consumers in 2002, providing rehabilitation teaching services, low-vision services, transportation to low-vision clinics, orientation and mobility services, peer support, support groups, and reader services.

Many older consumers have lost their vision as a result of age-related changes to the eye. Services provided through the OASIS Program enabled older adults who are visually impaired to live independently within their home for as long as possible. The Alliance on Aging Research indicates that vision impairment is one of the top four reasons older Americans lose their independence, costing \$26 billion annually for increased medical and long-term care. The OASIS Program proves to be a good investment for the state, allowing older visually impaired individuals to maintain their independence, costing approximately \$500 per person per one-time expenditure.

## STAR (Statewide Technology Access and Response)

STAR (Statewide Technology Access and Response System for Alabamians with Disabilities) is Alabama's technology-related assistance project. STAR received a ninth year award of \$344,312 (a 50 percent reduction) from the U.S. Department of Education/National Institute on Disability and Rehabilitation Research.

STAR's grass roots organization, TechNet, (comprised entirely of consumers) directly provided advocacy and/or technical information assistance to approximately 2,600 consumers and approximately 700 professionals. The focus this past fiscal year for TechNet was the coordination of technology expos across the state. Due to the success of these expos, they will remain as TechNet's focus for the duration of the STAR project.

By increasing collaboration, the STAR Recycling Center has been able to document a slight increase in the number of devices loaned over FY 2001. The effectiveness of this program has challenged us to devise a plan that will not only ensure its longevity, but to expand and increase statewide. There are now three recycling centers established in the state of Alabama — Mobile, Anniston and Huntsville — with the third one opening in Huntsville on Oct. 1, 2002. The location of this site is vital to comprehensive statewide coverage.

The Ability Loan Program continues to focus on the lack of adequate funding for assistive technology. Increased participation by SouthTrust Bank has created additional intake advocates and steady growth in the amount loaned since its inception. Since inception the ability loan program has loaned out more than \$400,000 for the purchase of assistive technology.

Training and technical assistance have proven to be a viable tool in maximizing consumer and professional empowerment. Our Enhancing Technology Awareness and Attitudes Program (for schools) has validated the need for early and continual education about disability-related issues. Approximately 7,000 students, teachers and administrators across the state (K-8) have benefited from the hands-on training which accompanies this program.

## Technology Loan Closet

During FY '02 Children's Rehabilitation Service continued to provide services through its Technology Loan Closet (TLC) to residents of Calhoun County. This was the second year of a two-year, \$50,000 grant from Calhoun County Community Foundation

# FISCAL YEAR 2002 GRANTS

Stringfellow Health Fund. During FY '02 some 126 pieces of communication equipment were loaned to individuals of all ages with speech-language disorders. An open house held at TLC during this year generated substantial interest from residents in the area. Future plans call for another grant application to update existing technology and assist with staffing for TLC.

## FORMULA GRANTS

The Alabama Department of Rehabilitation Services receives several allotments from the federal government to develop and administer federal rehabilitation programs on the state level. The following formula grant awards indicate those program allotments and accomplishments.

### Independent Living Service

Some \$297,585 from Rehabilitation Services Administration allowed Independent Living Service to provide independent living skills training, advocacy, peer support and information and referral to 536 clients across the state. These services are provided by independent living specialists. The services provided are monitored quarterly by the State Independent Living Council (SILC) which develops a plan for Independent Living Service every three years.

In addition to providing direct services, the independent living specialists work closely with community organizations in order to ensure access to and local community support for independent living services for clients in communities across the state.

### Supported Employment

Twenty-seven agencies across the state provided supported employment under Milestones in FY 2002. Some 1,411 individuals participated in supported employment during this period. As a result of the comprehensive services under Milestones, which included community-based assessments, job development and placement, job site training and long-term support, 230 individuals became successfully employed. Individuals working as a result of their participation in supported employment averaged more than 23 hours per week and earned an average of \$5.88 per hour.

Training opportunities continue to be available to all staff working in supported employment. Virginia Commonwealth University staff continue to provide a certificate-based training curriculum on "Best Practices in Supported Employment." More than 75 individuals completed this training in 2002, bringing the total number of trained staff to more than 275. This training will continue to be offered through FY 2003. The Alabama APSE Chapter and the Alabama Department of Rehabilitation Services formed a unique partnership with the Alabama Council for Developmental Disabilities to make this training possible.

Supported employment services continue to expand in Alabama. Two additional agencies were funded for FY 2003, bringing the total number of providers to twenty-nine.

### State of Alabama Client Assistance Program (SACAP)

This \$155,307 grant from the U.S. Department of Education

Rehabilitation Services Administration is the sole funding source for the State of Alabama Client Assistance Program. SACAP is an advocacy service that works cooperatively with Vocational Rehabilitation Service to assist people who have questions about problems with their vocational rehabilitation program. SACAP assisted 44 individuals in fiscal year 2002.

### ADRS Alabama Work Incentives Network (ALA-WIN)

This \$475,000 one-year renewal grant (up to five years) was awarded in July 2001 by the Social Security Administration to develop and implement a statewide program that assists Supplemental Security Income (SSI) recipients and Social Security Disability Insurance (SSDI) beneficiaries between the ages of 14 and 64 in understanding their work options so that they may make more informed choices regarding employment. ADRS received \$300,000 of the grant to assist recipients/beneficiaries in 51 counties. Birmingham Independent Living Center and United Cerebral Palsy received \$175,000 to cover the remaining 16 counties of the state.

ADRS hired four benefits specialists, one senior benefits specialist and a referral coordinator. The four specialists are housed in VRS offices in Huntsville, Mobile, Tuscaloosa and Dothan, while the senior specialist and the referral coordinator are located in the State Office in Montgomery. These trained, certified specialists are knowledgeable regarding how employment affects benefits such as food stamps, housing, Temporary Aid for Needy Families (TANF), Social Security, Supplemental Security Income. A toll-free number has been installed in the Montgomery State Office for the program and for routing calls to the appropriate specialist.

During FY 2002, benefits specialists made almost 5,000 contacts in group presentations and one-on-one counseling sessions. They are receiving constant training updates and working very closely with ADRS to serve persons in Social Security benefit status.

### Traumatic Brain Injury

The Alabama Department of Rehabilitation Services was awarded a \$100,000 Traumatic Brain Post Demonstration Grant by the Health-Resources and Services Administration in 2002. The goal of the grant was to develop and implement a model program to expand the capacity of the state to accurately identify students with TBI, provide appropriate accommodations and strategies to enhance school and vocational success and coordinate services to meet student needs. Consumers and parents participated in a series of training academies and provided input through a Focus Group. Training was provided for ADRS staff and school staff to enhance the identification of students ages 13-21 with a traumatic brain injury, enable teachers and rehabilitation staff to provide appropriate accommodations, and ensure successful transitions from school to postsecondary programs or to work. Brain Injury Resource and Information Network (BRAIN), a CD-ROM tool, was developed utilizing national experts. ADRS worked collaboratively with the Alabama State Department of Education, Alabama Head Injury Foundation and local school systems to accomplish the grant's goals.

*In the provision of services and in employment practices, the Alabama Department of Rehabilitation Services does not discriminate on the basis of race, sex, creed, national origin, religion, age or disability. This material is available in alternate format upon request.*



**Alabama Department of  
REHABILITATION SERVICES**